

Population Representation in the Military Services

Fiscal Year 2002

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EXECUTIVE SUMMARY

This is the 29th annual Department of Defense (DoD) report on social representation in the U.S. Military Services, including the Coast Guard. The seven chapters and accompanying technical appendices provide data and comments on demographic, educational, and aptitude characteristics of applicants, new recruits, and enlisted and officer members of the Active and Reserve Components. Except where otherwise noted, data are provided by Defense Manpower Data Center (DMDC). Due to differences in data flow and definitions, values provided will not always match official figures reported by the Directorate for Information Operations and Reports, other Department of Defense agencies, or the military services. This report covers fiscal year (FY) 2002, from October 1, 2001, to September 30, 2002. The report is also available on the worldwide web at <http://www.dod.mil/prhome/poprep2002>.

The FY 2002 end-strength of the Active Components was slightly less than 1.4 million and the Selected Reserve (comprising the Army National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard, and Air Force Reserve) totaled more than 874,000. Additionally, there were more than 312,000 people in the Individual Ready Reserve/Inactive National Guard. In FY 2002, approximately 182,000 non-prior service (NPS) recruits were enlisted and nearly 13,000 prior service recruits were returned to the ranks. Almost 22,000 newly commissioned officers reported for active duty. Furthermore, about 73,000 recruits without and about 81,000 with prior military experience were enlisted in the Selected Reserve. Close to 15,000 commissioned officers entered the National Guard or Reserves this past fiscal year as well. The salient characteristics of these personnel are described in this summary.

FY 2002 Highlights

Age. The active duty military comprises a younger workforce than the civilian sector. Service policies and legal restrictions account for the relative youthfulness of the military. In FY 2002 86 percent of new active duty recruits were 18 through 24 years of age compared to 38 percent of comparable civilians. The mean age of new active duty recruits was nearly 20. Almost half (49 percent) of the active duty enlisted force was 17-24 years old, in contrast to about 15 percent of the civilian labor force. Officers were older than those in the enlisted ranks (mean ages 34 and 27, respectively), but they too were younger than their civilian counterparts, college graduates in the workforce 21-49 years old (mean age 36).

The data for enlisted personnel in the Selected Reserve similarly showed a more youthful composition than that of the civilian labor force. Among enlisted Reserve Components members, 57 percent of NPS accessions were between the ages of 17 and 19, but only 17 percent of civilians within the 17-35 year age range fell within this age subgroup. Of course, prior service Reserve Components enlisted accessions were older than those without prior service, but still younger than the civilian workforce (e.g., 57 percent versus 46 percent were under 30 years of age).

Race/Ethnicity. In FY 2002, African Americans were equitably represented in the military overall. In the enlisted force, African Americans were slightly overrepresented among NPS active duty accessions (16 percent) relative to the 18-24 year-old civilian population (14 percent). Hispanics, on the other hand, continued to be underrepresented, with 11 percent among

NPS accessions compared with nearly 16 percent for comparable civilians. FY 2002 representation of “Other” minority enlisted accessions (Native Americans, Asians, and Pacific Islanders) stood at approximately 6 percent, slightly more than in the civilian population (5 percent). Though there was a significant decrease in African American enlistment during FY 2002 African Americans are still overrepresented when compared to their civilian cohorts. Higher retention rates among African Americans continue to boost their representation among Active Components enlisted members – 22 percent in contrast to the 13 percent of African Americans among 18-44 year-old civilians in the workforce. With 10 percent of active duty enlisted members counted as Hispanic, this ethnic minority remained underrepresented relative to the comparable civilian population (14 percent).

Over the years African Americans have been overrepresented, whereas Hispanics and “Other” minorities have been underrepresented. However, the proportion of active duty accessions with Hispanic and “Other” backgrounds has increased during the past 18 years. Marine Corps and Navy have generally recruited greater proportions of Hispanics than the Army and Air Force. The Marine Corps has retained more Hispanics, as evidenced by larger percentages of Hispanic Marines in the enlisted force.

Minorities appear to be proportionately represented and not on the decline within the commissioned officer corps. Although African Americans comprised a much smaller proportion of officers (8 percent) than of enlistees (22 percent), when compared to college graduates in the civilian workforce 21-49 years old (8 percent African American), African Americans are equitably represented in the officer ranks. Hispanic officers, at 4 percent, are comparable to the civilian comparison group (5 percent Hispanic). Those of “Other” minority subgroups are underrepresented, with 5 percent of the officer corps and 8 percent of 21-49 year-old employed, college graduates.

Warrant officers account for 9 percent of active duty officer accessions and 7 percent of the officer corps. The Air Force does not have warrant officers. Warrant officers on active duty have greater representation of African Americans and Hispanics than among commissioned officers (17 and 5 percent warrant officers versus 8 and 4 percent commissioned officers, respectively). African American warrant officers are overrepresented and Hispanic warrant officers are underrepresented in comparison with the civilian labor force.

Racial/ethnic findings for the Reserve Components were similar. African Americans were overrepresented and Hispanics were underrepresented at population benchmark levels among NPS and prior service Selected Reserve accessions. The “Others” ethnic groups were equitably represented among NPS and slightly overrepresented among prior service Selected Reserve accessions. As with the Active Components, the proportions of minorities among Selected Reserve officers were smaller than for enlisted personnel. The percentages of Hispanic and “Other” Reserve officers demonstrate continued underrepresentation, while African American Reserve officers are more on par with their cohorts in the comparable civilian labor force.

Warrant officers account for 5 percent of Selected Reserve officer accessions and 8 percent of the officer corps. The Air National Guard and the Air Force Reserve do not have warrant officers. There are fewer minorities in the National Guard and Reserve warrant ranks as

compared to commissioned officers. As with the Active Components, minority warrant officers in the Selected Reserve are underrepresented compared with the civilian labor force.

Gender. Women comprised about 17 percent of NPS active duty accessions and 24 percent of NPS accessions to the Selected Reserve compared to 50 percent of 18- to 24- year-old civilians. Among enlisted members on active duty, 15 percent were women. For enlisted members in the Selected Reserves, the female composition was 17 percent. Among the Reserve Components, the National Guard components were less female at 13 percent. This is generally due to the Army National Guard's heavier combat arms mix, which precludes women from many of the positions in those units. The representation of women among active duty officer accessions and within the officer corps was 19 and 16 percent, respectively. Similar percentages were seen among Selected Reserve officers (19 percent for each).

Military women, across the enlisted force and officer corps in both the Active and Reserve Components, are more likely to be members of a racial/ethnic minority group than are military men. In fact, slightly more than half of the women in the Active Components enlisted force are members of minority groups.

Women are still a minority of the Total Force. However, their representation has grown greatly since the inception of the All Volunteer Force. In FY 1994, when the direct ground combat rule replaced the risk rule, new jobs were opened to women. Since the introduction of that policy, nearly all career fields (92 percent) have been opened to women. Accordingly, the percentage of Active Component women increased by nearly 3 percentage points since the implementation of the direct combat rule. For FY 2002, however, there was almost no change in the percentage of Active Component women compared to FY 2001.

Marital Status. In addition to the growing presence of women in the military, the occurrence of marriage among Servicemembers has also increased. However, unlike the growing percentages of women, the rise in marriage among Servicemembers has not maintained a steady growth. In FY 1973, approximately 40 percent of enlisted members were married. That statistic hit its high point in 1994 at 57 percent married, but has decreased steadily to the FY 2002 rate of 49 percent. In fact, the proportion of married Servicemembers in FY 2002 is virtually identical to the proportion in 1977 when just over 49 percent of enlisted members were also married. Nevertheless, in FY 2002 nearly half of all soldiers, sailors, marines, and airmen are married, an increase of approximately 10 percentage points since the early 1970s.

Newcomers to the military are less likely than their civilian age counterparts to be married. Similarly, military members are less likely to be married than those in the civilian sector; however, the difference is less pronounced in the total active force than it is with accessions. Among enlisted members, 48 percent of those on active duty and in the Reserve Components were married as of the end of FY 2002. In the military, men were more likely to be married than women.

As one might expect, owing to their being older and financially more secure on average, officers were more likely to be married (68 percent of the Active Component and 73 percent of the Reserve Component officer corps were married) than enlisted personnel. Again, women officers were less likely than their male colleagues to be married.

Education Level. The Military Services value and support the education of their members. The emphasis on education was evident in the data for FY 2002. Practically all active duty and Selected Reserve enlisted accessions had a high school diploma or equivalent, well above civilian youth proportions (79 percent of 18-24 year-olds). More important, excluding accessions enlisting in the Army or Army Reserve under the GED+ program (an experimental program of individuals with a GED or no credential who have met special screening criteria for enlisting), 92 percent of NPS active duty and 87 percent of NPS Selected Reserve enlisted recruits were high school diploma graduates.

Given that most officers are required to possess at least a baccalaureate college degree upon or soon after commissioning and that colleges and universities are among the Services' main commissioning sources (i.e., Service academies and ROTC), the academic standing of officers is not surprising. The fact that 87 percent of active duty officer accessions and 95 percent of the officer corps (both excluding those with unknown education credentials) were degree holders (approximately 17 and 38 percent advanced degrees) is in keeping with policy and the professional status and expectations of officers. Likewise, 81 percent of Reserve Component officer accessions and 91 percent of the total Reserve Component officer corps held at least a bachelor's degree, with 23 and 34 percent possessing advanced degrees, respectively.

Armed Forces Qualification Test (AFQT) Scores. Enlisted members tend to have higher cognitive aptitude than the civilian youth population, as measured by scores on the military's enlistment test. Persons who score in Categories I and II (65th to 99th percentiles) tend to be above average in trainability; those in Category III (31st to 64th percentiles), average; those in Category IV (10th to 30th percentiles), below average; and those in Category V (1st to 9th percentiles), markedly below average. The percentage of new recruits in Categories I and II (41 percent) was slightly higher than for their civilian counterparts (36 percent). Category III new accessions (58 percent) greatly exceeded—in fact, were nearly double the proportion of—the civilian group (34 percent), while the percentage of recruits in Category IV (1 percent) was much lower than in the civilian population (21 percent). No enlistees were in Category V, whereas 9 percent of the civilian population scored in this category.

Test score data were not reported for officers because of test variation by Service and commissioning source. Tough entry requirements (e.g., SAT scores) for the commissioning programs as well as the college degree hurdle ensure quality among officers.

High-Quality Recruits. To predict recruit quality in areas such as persistence, training outcome, and job performance in the enlisted ranks, the Services use level of education and AFQT scores. Because high school diploma graduates are more likely to complete their contracted enlistment terms and higher AFQT-scoring recruits perform better in training and on the job, the Services strive to enlist AFQT Category I-III A (50th percentile and above on the AFQT) high school diploma graduates.

The drawdown in the 1990s led the Services to redesign jobs so that Servicemembers assume more diverse workloads and greater responsibilities. Incumbents must perform more tasks and tasks of greater complexity. The Services need more personnel of high-quality levels to meet these job demands. In FY 2002, the proportion of NPS high-quality recruits ranged from 57 percent in the Army and Navy to 75 percent in the Air Force.

Reading Ability. Like aptitude levels, reading levels were higher in the enlisted military than in the non-military sector. FY 2002 NPS active duty enlisted accessions had a mean reading level typical of an 11th grade student whereas the mean for civilian youth was within the 10th grade range.

Geographic Representation. During the past several years, the percentage of new recruits from the Northeast region has decreased with a corresponding increase in the percentage of recruits from the West region. The geographic distribution of enlisted active accessions for FY 2002 shows that the South, and in particular the West South Central and South Atlantic Divisions of this region, continued to have the greatest representation. More than 40 percent of NPS accessions hailed from the South. In fact, this was the only region to be slightly overrepresented among enlisted accessions compared to its proportion of 18-24 year-olds. The representation ratio (percentage of accessions divided by percentage of 18-24 year-olds from the region) for NPS active accessions from the South was 1.2, compared to 0.8 for the Northeast and 0.9 for the North Central and West.

Representation in Occupations. The Services need a steady supply of combat and combat support personnel; they rely heavily on mechanics and infantrymen and guncrew specialists. In addition, the Services require technicians, health care specialists, and other support personnel. Assignment to and training in one of the military's many occupational specialties, which carry varying cognitive and noncognitive demands, is part of the enlistment or commissioning package. Less than one-third (29 percent) of FY 2002 active duty enlisted personnel were in occupations such as infantry, craftsmen, and service and supply handling. A plurality of enlisted members (43 percent) served in mid-level skill jobs in medical and dental, functional support and administration, and electrical/mechanical equipment repair. The remainder were in high-skill areas (22 percent), including electronic equipment repair, communications and intelligence, and other allied specialties, or in non-occupational categories (6 percent).

During the last two decades, assignment patterns for women have shifted to increase their presence in "non-traditional" jobs. Previously, most enlisted women were in either functional support and administration or medical and dental jobs. By FY 2002, smaller proportions (33 and 15 percent, respectively) served in these jobs. Women were more than two and a half times more likely than men to serve in the "traditional" female occupations, functional support and administration and medical/dental specialties. Women are excluded from infantry and other assignments in which the primary mission is to physically engage the enemy. However, the direct ground combat rule allows women to serve on aircraft and ships engaged in combat. The proportion of women serving in such operational positions (i.e., gun crews and seamanship specialties) in FY 2002 was 5 percent. In contrast, the percentage of men in these occupations was approximately 19 percent.

In FY 2002, the proportions of African Americans and Whites were similar in four of the nine occupational areas (communications and intelligence, medical and dental, other allied specialists, and craftsmen). In three areas (infantry, electronic equipment repairers, and electrical/mechanical equipment repair) the proportions of Whites were higher. African Americans were still more heavily represented in the functional support and administration and the service and supply areas.

The most common occupational area for active duty officers was tactical operations (e.g., fighter pilots, combat commanders; 36 percent) with health care a distant second (18 percent). Assignment patterns differed between men and women. Greater percentages of men were in tactical operations (41 percent), whereas greater percentages of women were in health care (39 percent) and administration (11 percent). In FY 2002, racial and ethnic groups of officers generally had similar assignment patterns across occupational areas although there was a lower percentage of African Americans in tactical operations, a lower percentage of Hispanics in health care, and a greater percentage of African Americans in administration.

The occupational distributions among Active and Reserve Components varied somewhat. In FY 2002, 9 percent of enlisted Active Component members were in electronic equipment repair occupations in contrast to 5 percent of enlisted Selected Reserve members. The Reserve Components are somewhat “lighter” in technical occupational areas such as electronic and electrical/mechanical equipment repair, and communications and intelligence, and somewhat “heavier” in functional support and administration, craftsmen, and supply. There were also some occupational differences between Active and Reserve officers; the Reserve Components had slightly smaller proportions in tactical operations but slightly larger proportions in the supply, procurement, and allied occupations. However, differences were greater between Services than between Active and Reserve members.

U.S. Coast Guard. The Coast Guard is the smallest of the Armed Forces. It is a part of the Department of Homeland Security during peacetime, but during times of war it becomes a part of the Department of Defense. Compared to the other Services, the Coast Guard is very similar on demographic variables, with slightly greater proportions of males and Whites.

Conclusions

The FY 2002 *Population Representation* report shows both the diversity and the quality of the Total Force. Men and women of various racial and ethnic groups of divergent backgrounds, from every state in our country, serve as Active and Selected Reserve enlisted members and officers of the Army, Navy, Marine Corps, Air Force, and Coast Guard. The mean cognitive ability and educational levels of these soldiers, sailors, marines, and airmen are above the average of comparably-aged U.S. citizens.

Although the force is diverse, it is not an exact replica of society as a whole. The military way of life is more attractive to some members of society than to others. Among the enlisted ranks, the proportion of African Americans continues to exceed population counts of the civilian labor force. Hispanics are underrepresented in the military, but their percentages have increased over the years. Minorities comprise proportionally less of the officer corps; however, their representation levels are in keeping with minority statistics among the pool of college graduates from which second lieutenants and ensigns are drawn. Women continue to be underrepresented in the military, compared to their proportion in civilian society. However, accession statistics show that women continue to gain in both numerical and proportional strength.

The All Volunteer Force is now facing increased recruiting goals amid changing and expanding roles, with greater competition from colleges, universities, and private employers

(compared to the early 1990s). Population representation can be affected by such external events. Thus, there is a continuing need to track demographic changes and to monitor the balance of military benefits and burdens across the varied segments of society. Attention to human resource issues beyond numerical representation is necessary to manage recruiting and to promote readiness.

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Chapter 1

INTRODUCTION

This is the 29th annual Department of Defense (DoD) report on social representation in the U.S. Military Services. In response to a mandate by the Senate Committee on Armed Services (Report 93-884, May 1974), the Directorate for Accession Policy, Office of the Under Secretary of Defense (Personnel and Readiness) has provided annual data addressing the quality and representativeness of military personnel since fiscal year (FY) 1975. Except where otherwise noted, data are provided by Defense Manpower Data Center (DMDC). Due to differences in data flow and definitions, values provided will not always match official figures reported by the Directorate for Information Operations and Reports, other Department of Defense agencies, or the military services.

Originally, the report was limited to an assessment of the active duty enlisted force. In keeping with an increased emphasis and reliance on a Total Force, Accession Policy has expanded this effort to include statistics not only for enlisted personnel but also for officers and reservists. In addition to presenting data on each of the Military Services, since FY 1998, data on the U.S. Coast Guard (USCG) have been provided. Although an armed force, the Coast Guard is part of the Department of Homeland Security (as of March 1, 2003) except in times of war and national emergency when it reports to the Department of the Navy.

This report presents a broad array of characteristics—beyond routine demographics (e.g., age, gender, race/ethnicity) of the nation's largest and most diverse employer. Estimates of cognitive ability (e.g., education, reading grade level, Armed Forces Qualification Test [AFQT] scores) and service characteristics (e.g., years of service and pay grade) also are used to describe the force. Further, historical data are included to aid in analyzing trends to render the statistics more interpretable. Thus, recruit quality, representation rates, and the like can be viewed within the context of the preceding decades. These data are invaluable to military personnel policymakers and analysts as well as others interested in monitoring the characteristics of people serving in the Military Services.

The aim of the *Population Representation* report is to disseminate facts regarding the demographics and other characteristics of applicants, new recruits, and enlisted and officer members of the Active Forces and Reserve Components. Aptitude, education levels, age, race/ethnicity, and gender are among the mainstay statistics that shed light on the formidable task of recruiting and maintaining the force. Years of military service and pay grade provide measures of the degree of personnel experience as well as career progress that are particularly informative when examined by gender and race/ethnicity. Representation levels may change only slightly from year to year but monitoring racial/ethnic and gender participation together with additional relevant factors maintains needed attention on the characteristics and quality levels of the men and women who defend our country.

The chapters that follow provide a narrative description with selected tables and graphs, as well as a detailed set of technical appendices addressing many of the traits and characteristics of current military personnel. This chapter sets the tone and provides some interpretive guidance with regard to the comprehensive contents of the *Population Representation* report.

Fiscal Year 2002: Military Opportunities and Combat Experiences

Offering entry-level positions, with paid training and numerous benefits, the Armed Services is one of the largest employers in our nation. In FY 2002, nearly 182,000 non-prior service (NPS) applicants were accepted into the enlisted ranks and close to 22,000 new officers joined the officer corps of the Active Components. In addition, about 73,000 NPS enlistees began serving their country in the Selected Reserve during FY 2002. That's almost 277,000 job openings annually. At the close of FY 2002, the Total Force stood at just under 1.4 million active duty members and just over 874,000 Selected Reservists. (Data for the past half century are shown in Figure 1.1, with some projections for the future.)

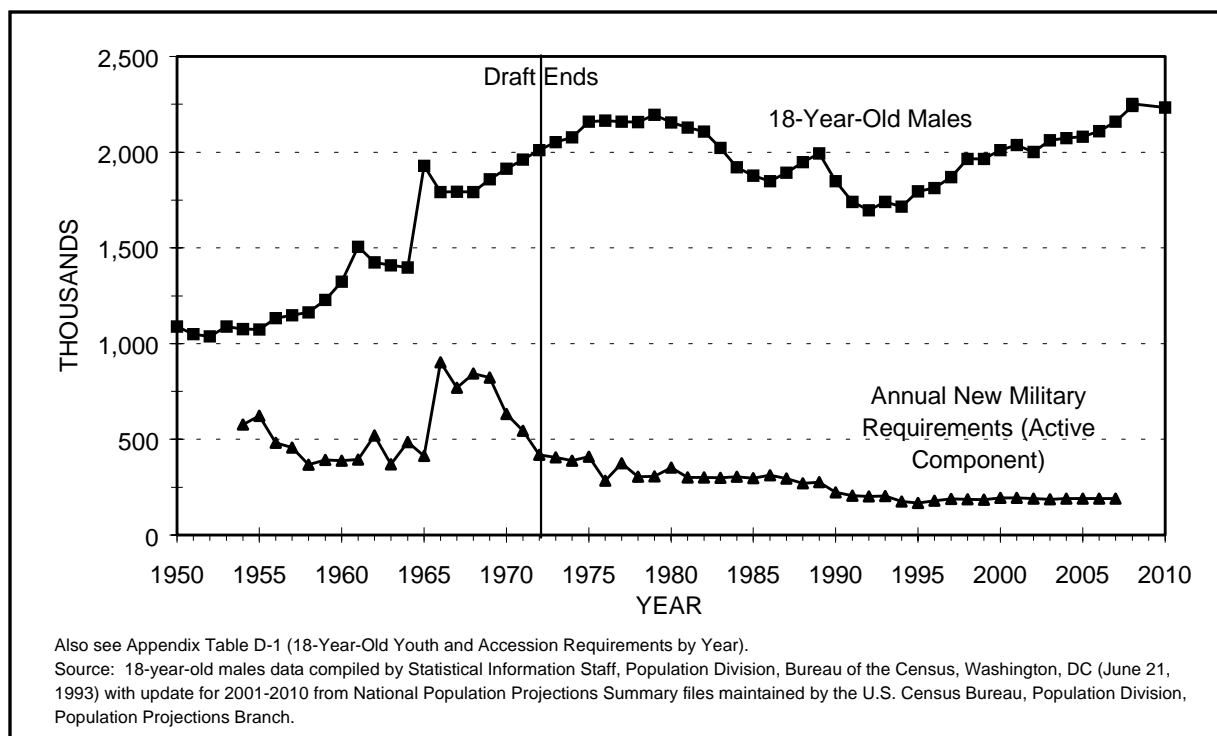


Figure 1.1. The population of 18-year-old males and Active Component non-prior service (NPS) recruiting requirements for fiscal years 1950–2010 (projected).

The military provides numerous employment opportunities to today's youth. Members of the Services receive training and work experience in a multitude of occupational specialties – from infantry to maintenance and repair to medical to equipment operator to administrator. Servicemembers manage, operate, maintain, and coordinate the use of complicated weapon systems gaining critical technical and leadership experience as they progress through the ranks. With close to 300,000 new jobs each year, the military provides training and experience in a diverse array of technical specialties.

The Armed Forces is host to one of the most diverse workforces in our country, not solely in terms of the numerous types of jobs or missions available. Men and women from various racial and ethnic groups, of different social standing, and from all geographic areas have equal opportunity to seek a military career, provided they meet the basic entry requirements of the Services. Diversity in the forces is now a fact. The Services enlist and commission men and

women from many walks of life, who perform together as a cohesive team to accomplish their missions as they admirably serve to defend our nation.

Serving in the military is not without sacrifice or burden. Servicemembers contribute to national defense in a variety of ways, through warfighting, peacekeeping, humanitarian, and other missions. No single group should bear the brunt of the burden, particularly during times of war, nor profit from the benefits of training, experience, and prestige. Thus, it is important for the Services to strive for a representative force.

With respect to race/ethnicity, the Armed Forces maintain a fairly representative workforce. Blacks continue their historically strong military presence in the enlisted ranks (22 percent), at levels higher than population proportions (13 percent). However, the proportion of Black accessions in FY 2002—less than 16 percent—is significantly less than in FY 2001 when nearly 20 percent of all NPS enlisted accessions were Black. Despite the decrease in Black recruits, this minority group continues to be overrepresented among new Servicemembers compared to the comparable civilian population.

Recruiting is affected by a variety of interacting factors, such as, but not limited to, economic and military conditions. Further, racial/ethnic, as well as gender, groups react in different ways to changes in the various issues impacting the recruiting environment. For example, recent increases in combat missions, such as Operations Enduring Freedom and Iraqi Freedom (collectively the Global War on Terror), following the terrorist attacks of September 11, 2001 have had an impact, if only temporary, on propensity to join the military.¹ DoD Youth Poll 4 indicates that propensity to enlist following the terrorist attacks increased for Whites and males.² With this increase in propensity, the Services experienced an increase in White enlistment proportion (both male and female) with a concomitant decrease in Black enlistment proportion.

There is evidence that war tends to polarize youth's likelihood to consider the military.³ That is, individuals who were previously likely to join the military are even more likely to join during war. On the other hand, individuals who were previously unlikely to join the military are even less likely to consider the military when the nation is sending men and women to combat. However, there seem to be differential effects by race/ethnicity.

Future effects on propensity and recruiting will depend on the outcomes of the continuing combat and peacekeeping missions, such as the duration of the missions, the number of casualties, and the perceived success of the war. Continued monitoring of propensity among race/ethnic groups and representation within the ranks is important to maintaining a diverse force.

¹ Burger, E.C., *The Impact of September 11 on Military Enlisted Recruiting* (Fort Knox, KY: U.S. Army Accessions Command, Center for Accessions Research, 2003).

² Wirthlin Worldwide, *Fall 2002 DoD Youth Poll (Wave 4)* (December 2002).

³ Defense Market Research Executive Notes, *War in Iraq: Public Opinion and How it Could Affect Recruiting* (Arlington, VA: Defense Manpower Data Center, 2003).

Blacks have achieved representation parity in the officer corps. Hispanics remain underrepresented but are making gains within the enlisted ranks and officer corps. Hispanic representation is important to monitor in light of increasing Hispanic population proportions and related issues of citizenship, English language proficiency, and high school graduation rates.

Unlike racial and ethnic minorities, the role of women in the military is still unsettled if not controversial. Although women comprise half of the youth population, in FY 2002, they made up only 17 and 19 percent of enlisted and officer accessions, respectively. However, these figures are close to all-time highs in the representation of women entering the military. Before the All Volunteer Force, in FY 1964, less than 1 percent of enlisted accessions were women. Women climbed to 5 percent in 1973 and shortly thereafter, they topped 10 percent. Today, that figure has almost doubled, even in the face of a more streamlined force.

Although much progress has been achieved with regard to gender equity, much work remains. The representation of women has increased and many previously closed positions have been opened to women. The military continues to consider current and future roles for women in uniform.

Data Sources

The primary sources for this report are computerized data files on military personnel maintained by the Defense Manpower Data Center (DMDC). Due to differences in data flow and definitions, values provided will not always match official figures reported by the Directorate for Information Operations and Reports, other Department of Defense agencies, or the military services.

The Bureau of Labor Statistics (BLS) provides the bulk of the comparison data on the national population. Though the data sources have remained constant, refinements have been made over the years, most of them in regard to the civilian comparisons. Starting with the report for FY 1994, Census data were adjusted to provide a more accurate comparison for military *applicants and accessions* (yearly average rather than last month of the fiscal year). Age comparisons for prior-service enlisted accessions to the Selected Reserve were also adjusted, from the 18- to 44-year-old civilian labor force to the 20- to 39-year-old civilian labor force. Comparisons for Selected Reserve enlisted members were changed from 18- to 44-year-old civilians to 18- to 49-year-olds. Starting with data for FY 1995, a further age refinement was introduced for comparisons with the officer corps. Previously the comparison group for Active Component officers comprised civilian workforce college graduates who were 21 and older. This was adjusted by establishing an upper bound at age 49, making the more precise comparison, college graduates aged 21 to 49 who are in the workforce.

In addition, beginning with the FY 1995 *Population Representation* report, DMDC provided edited, rather than raw, data on applicants for enlistment. In FY 1997, prior service accession data for the Active Components were added. U.S. Coast Guard representation statistics were included for the first time in FY 1998. A refinement to the age range of the civilian comparison group for Active Component prior service enlisted accessions was made in FY 1999. The age range was extended from 18-24 year-olds to 17-35 year-olds, to better reflect the older composition of recruits with previous military experience. Some file format changes at DMDC during FYs 1999 and 2000 introduced some coding changes to more accurately reflect the

characteristics of interest. As a result, there are some noticeable differences across years in the historical data. A brief description of the data sources for FY 2002 follows:

<u>Subject</u>	<u>Data Source</u>
<u>Active Components</u>	
Applicants to Enlisted Military	DMDC U.S. Military Entrance Processing Command (USMEPCOM) Edit Files, October 2001 through September 2002.
Enlisted Accessions	DMDC USMEPCOM Edit Files, October 2001 through September 2002.
Enlisted Force	DMDC Active and Loss Edit File, September 2002.
Officer Accessions	DMDC Officer Gain Files, October 2001 through September 2002.
Officer Corps	DMDC Officer Master and Loss Edit File, September 2002.
Operation Desert Storm Data	DMDC Active and Loss Edit File and Officer Master and Loss Edit File, June 30, 1990.
Operation Enduring Freedom Data	DMDC Active and Loss Edit File and Officer Master and Loss Edit File, September 30, 2001.
<u>Reserve Components</u>	
Selected Reserve Enlisted and Officer Accessions	DMDC Reserve Components Common Personnel Data System (RCCPDS), October 2001 through September 2002.
Selected Reserve Enlisted Force and Officer Corps	DMDC Reserve Components Common Personnel Data System (RCCPDS), September 2002.

Civilian Comparisons

Civilian Comparison Groups
for Applicants, Accessions,
and Active and Reserve
Members

Bureau of Labor Statistics Current
Population Survey Files, October 2001
through September 2002.

Civilian Comparisons for
Military Entrance Test Data

Profile of American Youth (Washington,
DC: Office of the Assistant Secretary of
Defense [Manpower, Reserve Affairs,
and Logistics], March 1982).

Chapter 2

ACTIVE COMPONENT ENLISTED APPLICANTS AND ACCESSIONS

The Services are one of the largest employers in the United States, enlisting nearly 182,000 young men and women in the Active Components in FY 2002. Recruiting a quality force is as important as ever, perhaps more important, given the decreasing number of men and women in the military and the increasing sophistication of weapons and methods for fighting modern wars. Service missions have changed to include peacekeeping and humanitarian efforts, requiring additional skills from today's men and women in uniform.

With the prospering economy of the past few years, recruiters have experienced the greatest challenges to signing up new recruits since the advent of the All Volunteer Force. Although access to post-high school opportunities has expanded in recent years, research suggests that the Service recruiting campaigns are having an impact on the youth of our country. Among today's youth, the military is perceived as providing opportunities, furthering education, helping individuals grow and mature, and contributing to the country.¹

As an increasing proportion of youth have college aspirations today, the military finds recruiting qualified personnel competitive. Most high school seniors report that they plan to go to college (82 percent respond that they definitely or probably will graduate from a 4-year college).² Nearly 62 percent of the graduates of the high school class of 2001 actually enrolled in college in the Fall after their senior year, compared to about half of high school graduates 20 years ago.³ By 2001, 58 percent of all 25- to 29-year-olds had completed some college and 29 percent had at least a bachelor's degree.⁴ The desire to participate in post-secondary education is important to monitor as propensity of college-bound youth is lower than for those not planning to attend college.⁵ Despite increasing competition with colleges and universities, the hard work of military recruiters and innovative incentive programs helped the Services meet their overall FY 2002 active enlisted accession requirements. All Active Components met their goals for enlisted accessions. Rising unemployment rates during 2002 may have contributed to recruiting success.⁶ Programs designed to attract college-bound youth, such as the Army's "College First"

¹ Sellman, W.S., *Reinventing DoD Corporate Marketing*, briefing presented to the International Workshop on Military Recruitment and Retention in the 21st Century, The Hague, Netherlands, April 2001.

² U.S. Department of Education, *The Condition of Education 2001* (NCES 2001-072) (Washington, DC: National Center for Education Statistics, 2001), Table 19-1.

³ U.S. Department of Education, *The Digest of Education Statistics 2002* (NCES 2003-060) (Washington, DC: National Center for Education Statistics, 2003), Table 183.

⁴ U.S. Department of Education, *The Condition of Education 2002* (NCES 2002-025) (Washington, DC: National Center for Education Statistics, 2002), Indicator 25.

⁵ Segal, D.R., Bachman, J.G., Freedman-Doan, P., and O'Malley, P.M., "Propensity to Serve in the U.S. Military: Temporal Trends and Subgroup Differences," *Armed Forces & Society*, 25 (1999), pp. 407-427.

⁶ Labor force statistics extracted from the *Current Population Survey*, Bureau of Labor Statistics. (Seasonally adjusted unemployment rate in the civilian labor force.) URL: <http://www.dol.gov>.

program that compensates recruits while they attend college during time in the Delayed Entry Program or in the Selected Reserve, helped the Services attract a high-quality accession cohort (high school graduates with above average aptitude) in FY 2002.⁷ This chapter introduces the Active Components enlistment process, followed by demographic characteristics of enlisted applicants and recruits.

The Recruiting Process

Initial contacts between military recruiters and youth interested in military service are exploratory. In most cases, youth seek information from recruiters in more than one Service. Once they select a Service and take the Armed Services Vocational Aptitude Battery (ASVAB), youth may wait before deciding to proceed with enlistment processing.

In addition to providing information to the prospective enlistee, recruiters determine an applicant's eligibility for military service. They ask questions regarding age, citizenship, education, involvement with the law, use of drugs, and physical and medical conditions that could preclude enlistment. Most prospects take an aptitude screening test at a recruiting office. Estimates are that 10 to 20 percent of prospects do not continue beyond this point.⁸

The Armed Services Vocational Aptitude Battery. Prospects who meet initial qualifications take the ASVAB, the first formal step in the process of applying to enlist in the Armed Forces. The ASVAB is a battery of tests used by DoD to determine enlistment eligibility and qualifications for military occupations. It consists of 10 tests (or 11 tests if taking the computer-adaptive test at a MEPS), four of which comprise the Armed Forces Qualification Test (AFQT): Arithmetic Reasoning, Mathematics Knowledge, Word Knowledge, and Paragraph Comprehension. The AFQT, a general measure of trainability and predictor of on-the-job performance, is the primary index of recruit aptitude.

AFQT scores, expressed on a percentile scale, reflect an applicant's standing relative to the national population of men and women 18–23 years of age.⁹ The scores are grouped into five categories based on the percentile score ranges shown in Table 2.1. Persons who score in Categories I and II tend to be above average in trainability; those in Category III, average; those in Category IV, below average; and those in Category V, markedly below average. By law, Category V applicants and those in Category IV who have not graduated from high school are not eligible for enlistment. Over and above these legal restrictions, each Service prescribes its

⁷ Rutherford, G., *Recruiting from the College-Oriented Market* – information paper (Washington, DC: Office of the Assistant Secretary of Defense, July 6, 2001); Defense Manpower Data Center, *Enlistment Supply in the 1990s: A Study of the Navy College Fund and Other Enlistment Incentive Programs* (DMDC Report 2000-015) (Arlington, VA: Defense Manpower Data Center, 2001).

⁸ Waters, B.K., Laurence, J.H., and Camara, W.J., *Personnel Enlistment and Classification Procedures in the U.S. Military* (Washington, DC: National Academy Press, 1987), p. 12.

⁹ The score scale is based on a 1980 study, the Profile of American Youth, conducted by DoD in cooperation with the Department of Labor (DoL). Participants were drawn from a nationally representative sample of young men and women selected for an ongoing DoL study, the National Longitudinal Survey of Youth Labor Force Behavior. An effort is currently underway to update the Profile of American Youth study.

own aptitude and education criteria for eligibility. Each Service uses combinations of ASVAB test scores to determine an applicant's aptitude and eligibility for different military occupations.

Table 2.1. Armed Forces Qualification Test (AFQT) Categories and Corresponding Percentile Score Ranges	
AFQT Category	Percentile Score Range
I	93–99
II	65–92
IIIA	50–64
IIIB	31–49
IV	10–30
V	1–9

Educational Credentials. DoD implemented a three-tier classification of education credentials in 1987. The three tiers are:

- Tier 1—Regular high school graduates, adult diploma holders, and non-graduates with at least 15 hours of college credit.
- Tier 2—Alternative credential holders, including those with a General Education Development (GED) certificate of high school equivalency.
- Tier 3—Those with no education credential.

The system was developed after research indicated a strong relationship between education credentials and successful completion of the first term of military service.¹⁰ Research shows that education attainment of youth predicts first-term military attrition.¹¹ In conjunction with the National Academy of Sciences, the Defense Department developed a mathematical model that links recruit quality and recruiting resources to job performance.¹² The model was then used to establish the recruit quality benchmarks now in effect. Service programs are required to ensure that a minimum of 90 percent of non-prior service (NPS) recruits are high school diploma graduates. At least 60 percent of recruits must be drawn from AFQT Categories

¹⁰ See Flyer, E.S., *Factors Relating to Discharge for Unsuitability Among 1956 Airman Accessions to the Air Force* (Lackland AFB, TX: Personnel Research Laboratory, December 1959); and Elster, R.E. and Flyer, E.S., *A Study of the Relationship Between Educational Credentials and Military Performance Criteria* (Monterey, CA: Naval Postgraduate School, July 1981).

¹¹ For attrition by education credential, see Department of Defense, *Educational Enlistment Standards: Recruiting Equity for GED Certificates*, Report to Congress (Washington, DC: Office of the Assistant Secretary of Defense [Force Management Policy], April 1996) and Laurence, J.H., *Does Education Credential Still Predict Attrition?*, paper presented as part of Symposium, Everything Old is New Again—Current Research Issues in Accession Policy, at the 105th Annual Convention of the American Psychological Association, Chicago, August 1997.

¹² Department of Defense, *Review of Minimum Active Enlisted Recruit Quality Benchmarks: Do They Remain Valid?* Report to Congress (Washington, DC: Office of the Assistant Secretary of Defense [Force Management Policy], March 2000).

I-III A; no more than 4 percent of the recruits can come from Category IV. This DoD policy does not prohibit the Services from setting their own targets above these benchmarks. These benchmarks were set by examining the relationship between costs associated with recruiting, training, attrition, and retention using as a standard the performance level obtained by the reference cohort of 1990, the cohort that served in Operations Desert Shield and Desert Storm. Thus, these benchmarks reflect the recruit quality levels necessary to minimize personnel and training costs while maintaining Desert Shield/Desert Storm cohort performance.¹³

The Services have different standards for individuals in each tier. Generally, Tier 3 applicants must have higher AFQT test scores than Tier 2 applicants, who must have higher test scores than Tier 1 individuals. The Air Force and Marine Corps follow these differential standards, requiring different minimum test scores for each tier. The other Services apply the standards slightly differently. The Army and Navy require applicants with alternative credentials (Tier 2) and those with no credentials (Tier 3) to meet the same AFQT standards, which are more stringent than those for high school graduates (Tier 1).

There has been a proliferation of alternative credential programs, particularly home schooling, in recent years. According to the latest estimate, in 1999 an estimated 850,000 students were being home schooled, more than double the approximately 345,000 in 1994.¹⁴ To address such programs, the Department of Defense initiated a pilot study in FY 1999—The Alternative Educational Credential Pilot Program. The goals of the project are: (1) to assess the interest in enlistment of home school graduates and participants earning GED certificates through the National Guard Youth ChalleNge program, and (2) to evaluate the performance of the alternative credential holders in these programs who do enlist. At the conclusion of the study, the results will be used to provide a recommendation on permanent tier status of home school graduates and ChalleNge GED applicants.¹⁵

Physical Examinations. If an applicant achieves qualifying ASVAB scores and wants to continue the application process, he or she is scheduled for a physical examination and background review at one of the 65 Military Entrance Processing Stations (MEPS). The examination assesses physical fitness for military service. It includes measurement of blood pressure, pulse, visual acuity, and hearing; blood testing and urinalysis; drug and HIV testing; and medical history. Some Services also require tests of strength and endurance. If a correctable or temporary medical problem is detected, the applicant may be required to get treatment before

¹³ Sellman, W.S., *Public Policy Implications for Military Entrance Standards*, Keynote Address presented at the 39th Annual Conference of the International Military Testing Association, Sydney, Australia, October 1998.

¹⁴ U.S. Department of Education, *Home Schooling in the United States: 1999* (NCES 2001-033) (Washington, DC: National Center for Education Statistics, 2001); and U.S. Department of Education, *Issues Related to Estimating the Home-Schooled Population in the United States With National Household Survey Data* (NCES 2000-311) (Washington, DC: National Center for Educational Statistics, 2000), Table 1.

¹⁵ Statement of Honorable Alphonso Maldon, Jr., Assistant Secretary of Defense (Force Management Policy) before the Personnel Subcommittee, Senate Committee on Armed Services on *Military Recruiting and Retention*, February 24, 2000.

proceeding. Other applicants may require a Service waiver of some disqualifying medical conditions before being allowed to enlist.

Moral Character Standards. Each applicant must meet rigorous moral character standards. In addition to the initial screening by the recruiter, an interview covering each applicant's background is conducted at the MEPS. For some individuals, a financial credit check and/or a computerized search for a criminal record is conducted. Some types of criminal activity are clearly disqualifying; other cases require a waiver, wherein the Service examines the applicant's circumstances and makes an individual determination of qualification. Moreover, applicants with existing financial problems are not likely to overcome those difficulties on junior enlisted pay. Consequently, credit histories may be considered as part of the enlistment decision.

Occupational Area Counseling. If the applicant's ASVAB scores, educational credentials, physical fitness, and moral character qualify for entry, he or she meets with a Service classification counselor at the MEPS to discuss options for enlistment. Up to this point, the applicant has made no commitment. The counselor has the record of the applicant's qualifications and computerized information on available Service training/skill openings, schedules, and enlistment incentives.

A recruit can sign up for a specific skill or for a broad occupational area (such as the mechanical or electronics areas). In the Army, most recruits (95 percent) entered for specific skill training; the others were placed in a military occupational specialty during basic training. Approximately 70 percent of Air Force recruits entered for a specific skill, while the rest signed up for an occupational area and were classified into a specific skill while in basic training. In the Navy, approximately 77 percent of recruits enlisted for a specific skill, while the rest went directly to the fleet after basic training, 20 percent classified in airman, fireman, or seaman programs and 3 percent entered school 12-18 months later. Approximately 97 percent of Marine Corps enlistees entered with a guaranteed occupational area and were assigned a specific skill within that area after recruit training; the rest enlisted with either a specific job guarantee or assignment to a job after recruit training.

Normally, an applicant will be shown a number of occupations. In general, the higher the individual's test scores, the more choices he or she will have. While the process differs by Service, specific skills and occupational groupings are arranged similarly to an airline reservation system, with the "seat" and time of travel (to recruit training) based upon either school or field unit position openings. The counselor discusses the applicant's interests and explains what the Service has to offer. The counselor may suggest incentives to encourage the applicant to choose hard-to-fill occupational specialties. The applicant, however, is free to accept or reject the offer. Many applicants do not decide immediately, but take time to discuss options with family and friends; others decide not to enlist.

The Delayed Entry Program (DEP). When the applicant accepts an offer, he or she signs an enlistment contract. Only a small proportion of new enlistees is sent to a recruit training center from the MEPS within a month of enlistment. Most enter the delayed entry program (DEP), which allows up to a year before the individual reports for duty, with up to a 365-day

extension upon approval by the respective Service Secretary.¹⁶ The DEP controls recruit flow into training "seats" at technical schools. The Services also use the DEP to prepare enlistees for basic training, providing them with supervised exercise programs, if needed. The DEP acclimates recruits to the military and enhances training performance, which decreases attrition.¹⁷ Average time in the DEP is between three and five months.

Qualified high school students may enlist in the DEP with a reporting date after graduation; their enlistment contract is contingent upon successfully completing high school. Not all DEP enlistees actually enter active duty. By Service, an average of 13 to 21 percent—compared to last year's 6 to 23 percent—of individuals in the DEP changed their minds and asked to be released from their enlistment contracts in FY 2002. The Services consider enlistment in the DEP a serious commitment, but they do not require youth to enter military service against their will during peacetime.

Characteristics of Active Component Non-Prior Service Applicants

In FY 2002, nearly 381,000 individuals applied to serve in the active enlisted military force (Appendix Table A-1), up from approximately 370,000 in FY 2001. Applicants are those individuals who express an interest in joining one of the military services by visiting a recruiter and then following through with their intentions by completing background paperwork and submitting to a physical and/or taking the ASVAB. Not all applicants are eligible to enlist, for example certain medical conditions disqualify an applicant from serving in the military. Some applicants change their mind regarding enlistment before completing the process. Thus, not all applicants join one of the Services (those that do join are called accessions, see page 2-7 for a discussion of Active Component accessions). The distribution of FY 2002 Active Component NPS applicants by race/ethnicity and gender is shown in Table 2.2.

Seventy-eight percent of the applicants were male, of whom 66 percent were White, 16 percent Black, 12 percent Hispanic, and 7 percent "Other."¹⁸ For female applicants, approximately 54 percent were White, 26 percent Black, 13 percent Hispanic, and 8 percent "Other." A smaller proportion of Whites, whether male or female, applied for the Army and Navy, compared to the Marine Corps and Air Force.

Additional statistics on applicant characteristics (e.g., age, education levels, AFQT scores, and marital status, by gender and race/ethnicity) are contained in Appendix A. See Tables A-1 through A-8.

¹⁶ 10 U.S.C. 513, as amended October 1999.

¹⁷ Gilmore, G., *Recruit Attrition Rates Fall Across the Services* (Washington, DC: American Forces Press Service, August 13, 2001).

¹⁸ Includes Native Americans, Asians, and Pacific Islanders.

Table 2.2. Race/Ethnicity and Gender of FY 2002 Active Component NPS Applicants,* by Service (Percent)					
	Army	Navy	Marine Corps	Air Force	DoD
MALES					
White	66.2	57.4	68.8	72.4	65.6
Black	16.2	19.9	10.8	15.1	16.0
Hispanic	12.0	12.3	14.1	6.9	11.6
Other	5.7	10.5	6.3	5.6	6.9
Total	100.0	100.0	100.0	100.0	100.0
FEMALES					
White	50.2	49.9	61.4	63.0	53.7
Black	29.4	26.3	15.4	23.0	26.4
Hispanic	13.7	13.7	15.6	7.7	12.5
Other	6.7	10.1	7.6	6.2	7.5
Total	100.0	100.0	100.0	100.0	100.0
TOTAL					
Male	76.2	77.2	91.3	71.1	77.8
Female	23.8	22.8	8.7	28.9	22.2
Columns may not add to total due to rounding. * Applicant data reported for FY 2002 are based on the DMDC edit version of the USMEPCOM file, which has been "cleaned" by the edit process. FY 2002 applicant data are consistent with Information Delivery System (IDS) data. Also see Appendix Tables A-3 (Race/Ethnicity by Service and Gender) and A-4 (Ethnicity by Service).					

Characteristics of Active Component Accessions

During FY 2002, 181,510 Active Component non-prior service recruits (individuals who had not previously served in the military) and 12,890 prior service recruits (individuals with military experience) shipped to recruit training centers (Table 2.3). This does not include individuals who entered the DEP in FY 2002 but had not been sent to basic training by September 30, 2002, nor does it include Reserve Component recruits (see Chapter 5 for Reserve Component enlisted accession data).

In the Active Components, approximately 93 percent of accessions have never served in the military before. The nearly 13,000 prior service accessions representing approximately 6 percent of Active Component enlistees in FY 2002 is larger than last year's cohort of less than 12,000 and the FY 2000 cohort of less than 10,000. Prior service accessions are older and more likely to be married than their NPS counterparts. Prior service recruits more closely resemble the Active Component enlisted force—in terms of age and marital status—from which most of them came. In terms of other characteristics, they are similar to their non-prior service counterparts. Additional statistics on prior service accession characteristics (e.g., race/ethnicity, education levels, and AFQT scores) are contained in Appendix B, Tables B-13 through B-22. The remainder of this section examines a number of sociodemographic characteristics of FY 2002 NPS recruits, and compares them with the 18- to 24-year-old civilian non-institutionalized U.S. population.

Table 2.3. FY 2002 Active Component Non-Prior Service (NPS) and Prior Service Enlisted Accessions				
Service	Enlisted Accessions			
	Prior Service	Non-Prior Service	Total	NPS Percent of Service Total
Army	7,885	69,591	77,476	89.9
Navy	2,167	43,500	45,667	95.3
Marine Corps	665	31,972	32,637	98.0
Air Force	2,173	36,447	38,620	94.4
DoD Total	12,890	181,510	194,400	93.4

Also see Appendix Tables B-13 through B-22 (Prior Service Accessions).

The proportion of accessions to applicants over FYs 1976–2002 is tracked in Figure 2.1. This ratio provides an index of the recruiting market. In the earlier years, recruiters sent far more applicants to MEPSs for processing to achieve recruiting objectives. In FY 1981, more than 800,000 applicants were processed through MEPSs to access approximately 301,000 new recruits a 38 percent accession-to-applicant ratio. In the early 1980s, the Services implemented a series of management initiatives designed to emphasize quality and reduce overhead costs. Recruiting management objectives and award systems were changed to emphasize types of applicants (e.g., high school diploma graduates, Category IIIA and higher) in contrast to achieving purely numerical goals; enlistment screening tests were devised to estimate ASVAB performance prior to sending an individual to a test site.

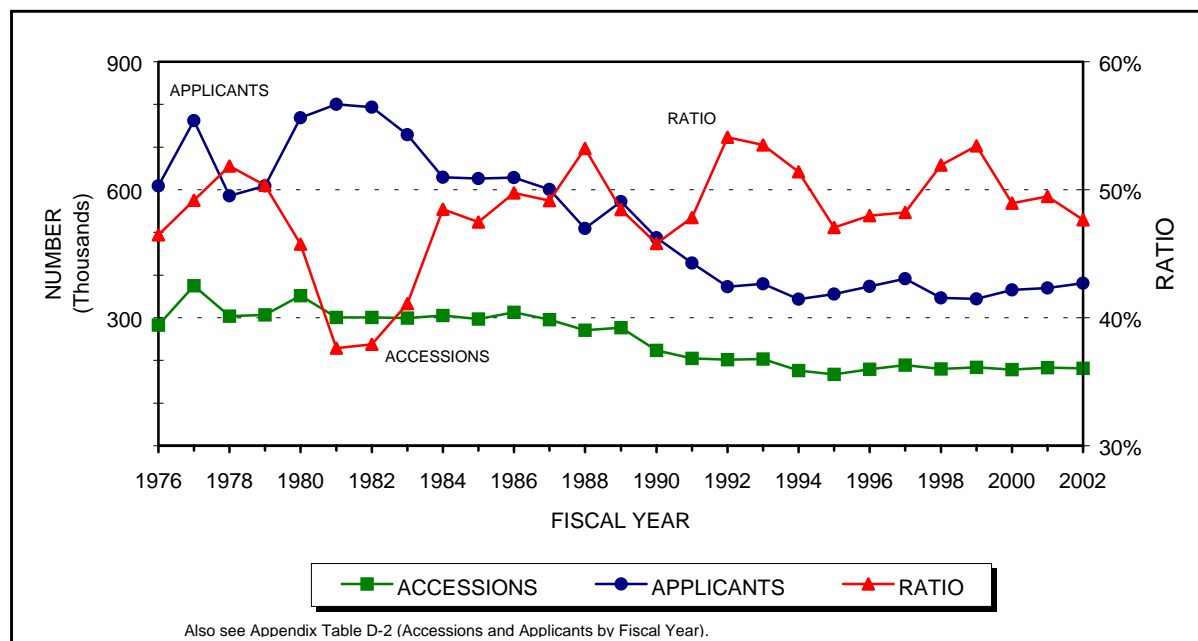


Figure 2.1. Number of accessions and applicants with ratio of accessions to applicants, FYs 1976–2002.

Over the last decade, recruiters have expended great effort in screening prospects. For most years, progressively fewer prospects were sent to MEPSs. In FY 2002, approximately 381,000 applicants were processed through MEPSs to access nearly 182,000 new recruits, less than a 48 percent ratio of accessions to applicants, dropping slightly from the nearly 50 percent ratio in FY 2001.

Age. By law, Active Component recruits must be between 17 and 35 years old; 17-year-olds must have parental permission to enlist.¹⁹ Within the 17–35 age range, the Services have different age ceilings. The Army and Navy accept applicants up to age 35; the Air Force accepts recruits prior to their 28th birthday, and the Marine Corps age limit is 29. The age distribution of FY 2002 active duty NPS accessions is shown in Table 2.4.

Table 2.4. Age of FY 2002 Active Component NPS Accessions, by Service, and Civilians 17–35 Years Old							
Age	Percent						Number of Accessions per 1,000 Civilians
	Army	Navy	Marine Corps	Air Force	DoD	17- to 35-Year-Old Civilians	
17	5.6	5.0	6.8	4.4	5.4	5.7	2.5
18	26.9	33.5	42.1	32.3	32.2	5.4	15.5
19	18.9	21.2	23.5	23.0	21.1	5.8	9.5
20	12.0	11.9	10.2	13.6	12.0	5.5	5.7
21	8.7	8.2	5.9	9.0	8.1	5.4	3.9
22	6.5	5.5	3.7	6.2	5.7	5.3	2.8
23	5.2	3.9	2.5	4.0	4.2	5.1	2.1
24	3.9	2.8	1.8	2.7	3.0	5.1	1.5
>24	12.4	8.1	3.4	4.9	8.3	56.6	0.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	2.6
Columns may not add to total due to rounding. Also see Appendix Table B-1 (Age by Service and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001 - September 2002.							

The average age of enlisted accessions is 19.6 years, ranging from 18.7 for the Marine Corps to 20.2 for the Army. Roughly 86 percent of new recruits are 18- to 24-year-olds, compared to about 38 percent of the comparable civilian population. The Marine Corps enlists the greatest percentage of 17- and 18-year-old recruits (49 percent) and the smallest percentage of those over age 21 (11 percent). The Army has the greatest proportion of recruits older than age 21 (28 percent) and the smallest proportion of 17- and 18-year-old recruits (33 percent). The right column of Table 2.4 shows the numerical rate at which civilian youth in each age group enlisted in the Armed Services in FY 2002. For example, an average of 15.5 of every 1,000 18-year-olds and 1.5 of every 1,000 24-year-olds enlisted in FY 2002.

Race/Ethnicity. Significant racial/ethnic differences exist among the Services, as shown in Table 2.5. Approximately 34 and 40 percent of Army and Navy accessions, respectively, are

¹⁹ 10 U.S.C. 505.

minorities, as compared to 29 percent of Marine Corps recruits and 28 percent of Air Force recruits. Overall, the Services' FY 2002 NPS enlisted accessions include 33 percent minorities.

Table 2.5. Race/Ethnicity and Gender of FY 2002 Active Component NPS Accessions, by Service, and Civilians 18–24 Years Old (Percent)						
	Army	Navy	Marine Corps	Air Force	DoD	
MALES						
White	69.6	61.6	71.4	74.7	69.0	
Black	14.6	17.1	9.7	13.6	14.0	
Hispanic	11.2	12.1	13.6	6.9	11.1	
Other	4.6	9.2	5.3	4.9	5.9	
Total	100.0	100.0	100.0	100.0	100.0	
FEMALES						
White	53.0	55.2	63.5	63.9	57.3	
Black	28.3	21.2	13.7	21.9	23.8	
Hispanic	13.3	13.7	16.0	8.3	12.2	
Other	5.4	9.9	6.8	5.9	6.7	
Total	100.0	100.0	100.0	100.0	100.0	
TOTAL						
Male	81.5	82.6	93.2	76.0	82.7	
Female	18.5	17.4	6.8	24.0	17.3	
White	66.5	60.5	70.8	72.1	67.0	
Black	17.1	17.8	10.0	15.5	15.7	
Hispanic	11.6	12.4	13.8	7.3	11.3	
Other	4.8	9.3	5.4	5.1	6.0	
NON-INSTITUTIONALIZED CIVILIANS 18–24 YEARS OLD						
<u>White</u>	<u>Black</u>	<u>Hispanic</u>	<u>Other</u>	<u>Total</u>	<u>Male</u>	<u>Female</u>
65.1	14.2	15.6	5.1	100.0	49.8	50.2
Columns may not add to total due to rounding. Also see Appendix Tables B-3 (Race/Ethnicity by Service and Gender) and B-4 (Ethnicity by Service). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001 – September 2002.						

In FY 2002, the percentage of minority recruits (33 percent) was somewhat smaller than the 37 percent in FYs 1999-2001, the largest proportions of minority accessions since the inception of the All Volunteer Force. The Services experienced a slight increase in the proportion of Whites (from 63 percent in FY 2001 to 67 percent in FY 2002) and a corresponding decrease in the proportion of Blacks (from 20 percent in FY 2001 to 16 percent in FY 2002). The percentages of Hispanic and “Other” accessions remained stable.

Minority accession proportions must be examined in conjunction with the civilian population. Minority accession proportions in FY 2002 more closely represented the comparable civilian population of 18-24 year-olds than in previous years. In FY 2002, Whites and Blacks were slightly overrepresented (each by about 2 percentage points) and those of “Other”

race/ethnicity were equally represented. Hispanics were somewhat underrepresented, by about 4 percentage points. Compared to FY 2001 and earlier, Blacks were less overrepresented in FY 2002. Whites went from slightly underrepresented (since FY 1996) to slightly overrepresented in FY 2002. Hispanics remained somewhat underrepresented. For additional data, see Table D-4 for NPS accession data by race/ethnicity with civilian comparison groups for FYs 1973-2002.

Figure 2.2 illustrates the racial/ethnic distribution of enlisted accessions for the 30-year period, FYs 1973–2002.²⁰ Understanding the racial/ethnic profiles requires some explanation of events during the years up to 1985, before describing the current situation. The percentage of minority enlisted accessions increased, with some fluctuations, during the years following the end of conscription. The number of Black accessions peaked in FY 1979. Hispanic accessions also peaked in FY 1979 (ignoring aberrant data for FY 1976). Accessions of "Other" minorities, a very small proportion of new recruits, have generally shown a gradual increase from less than 1 percent in FY 1973 to 6 percent in FY 2002. The increase of minorities coincided with a miscalibration of the ASVAB, and consequent drop in the aptitude of accessions, both Whites and minorities, beginning in January 1976. The miscalibration led to erroneous enlistment of many low-scoring applicants. Thus, representation of minorities, particularly Blacks (whose test scores, on average, are generally lower than those of Whites), increased during the miscalibration period. The error was corrected by September 1980.²¹

Revised AFQT and education standards in the early 1980s limited the high minority representation levels of the late 1970s.²² Further, youth unemployment increased sharply in the early 1980s, making the military a very attractive employer with substantial benefits during a period of competitive job seeking.²³ By FY 1983, the proportion of Black recruits had returned to approximately the same level as before the test scoring error (18 percent Blacks in FY 1975). By the mid-1980s, as unemployment levels diminished, a gradual increase in Black accessions had resumed. Not until FY 1987 did Hispanic recruit levels return to FY 1975 proportions. Higher high school dropout rates among Hispanics (27 percent), compared to Whites and Blacks (7 and 11 percent, respectively), confound the recruitment of qualified Hispanic applicants.²⁴ The Services have accessed a greater proportion of Hispanics each year since FY 1985, when

²⁰ See Appendix Tables D-5 (White Accessions), D-6 (Black Accessions), D-7 (Hispanic Accessions), and D-8 ("Other" Accessions) by Service and Fiscal Year.

²¹ Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics), *A Report to the House Committee on Armed Services: Aptitude Testing of Recruits* (Washington, DC, 1980).

²² Congressional Budget Office, *Social Representation in the U. S. Military* (Washington, DC, 1989), p. 54.

²³ Bureau of Labor Statistics. *Employment Status of the Civilian Noninstitutional Population, 1940 to Date*. URL: <ftp://ftp.bls.gov/pub/special.requests/lf/aat1.txt>.

²⁴ See U.S. Department of Education, *The Digest of Education Statistics 2002* (NCES 2003-060) (Washington, DC: National Center for Education Statistics, 2002), Table 108; U.S. Department of Education, *Dropout Rates in the United States: 2000* (NCES 2002-114) (Washington, DC: National Center for Education Statistics, 2001), Table A; and U.S. Department of Education, *Status and Trends in Education of Hispanics* (NCES 2003-008) (Washington, DC: National Center for Education Statistics, 2003, pp. 40-41).

less than 4 percent of enlistees were Hispanic. Today, more than 11 percent of enlistees are Hispanic.

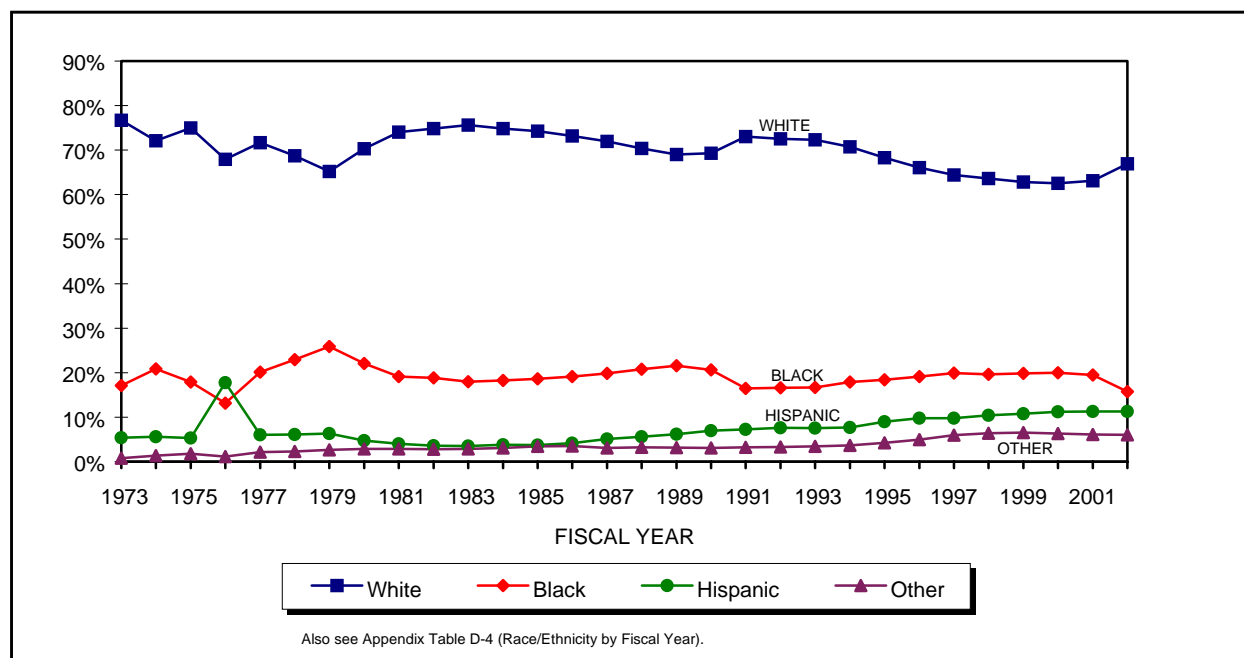


Figure 2.2. Race/ethnicity of Active Component NPS accessions, FYs 1973–2002.

Blacks. In FY 2002, Blacks comprised nearly 16 percent of enlisted recruits, approximately 2 percentage points more than in the civilian population (14 percent). The Navy surpassed the Army in FY 2002 with nearly 18 percent Black accessions (17 percent in the Army). In the aftermath of Operations Desert Shield and Desert Storm and in the midst of the drawdown (FY 1991), a period of relatively high youth unemployment, there were lower proportions of Black recruits than in previous years. From FY 1992 to FY 2001 there were slight increases in Black accession rates most years, nearly reaching pre-drawdown levels of 21 percent Black accessions. In FY 2002, all Services experienced lower Black proportions in their accessions. This reduction and the corresponding increase in White accessions narrowed the representation gap between the military Services and the civilian population. Some view this demographic shift as the result of differing responses to the September 11th terrorist attacks,²⁵ while others view it as more linked to the prevailing economic conditions during FY 2002. While the root causes may never be completely isolated, it is clear that the effect is an FY 2002 accession cohort that more closely reflects society than in previous years.

While Black men comprise approximately 14 percent of DoD male recruits, Black women make up almost 24 percent of female recruits (Table 2-5 and Appendix Table B-3). Black women in FY 2002 comprised 28 percent of Army female recruits, 21 percent of Navy female recruits, 14 percent of Marine Corps female recruits, and 22 percent of Air Force female

²⁵ Burger, E.C., *The Impact of September 11 on Military Enlisted Recruiting* (Fort Knox, KY: U.S. Army Accessions Command, Center for Accessions Research, 2003).

recruits. In comparison, the proportion of Black men ranged from 10 percent of Marine Corps male recruits to 17 percent of Navy male recruits.

Hispanics. As the proportion of Hispanics has been increasing in the civilian population, so has the proportion of enlisted Hispanics. However, Hispanics were underrepresented among enlisted accessions in FY 2002, 11 percent of recruits compared to nearly 16 percent of civilian 18- to 24-year-olds. The Marine Corps had the highest proportion of Hispanic accessions (14 percent) in FY 2002, followed by the Navy, Army, and Air Force (12, 12, and 7 percent, respectively).

The proportion of Hispanic accessions has increased over the years (Appendix Table D-7). In FY 1983, less than 4 percent of new recruits were Hispanic. Today, more than 11 percent of enlisted accessions are Hispanic. One factor influencing the representation of Hispanics in the military is high school graduation rates; Hispanics are less likely to earn a high school diploma than those in other racial/ethnic groups.²⁶ In FY 2002, 60 percent of 18- to 24-year-old Hispanics completed high school (Tier 1) or earned an alternative credential (Tier 2) compared to 75 percent of Blacks and 84 percent of Whites.

"Other" minorities. Members of "Other" racial minorities (e.g., Native Americans, Asians, and Pacific Islanders) are 6 percent; they are slightly overrepresented in the Services. The proportion of "Other" minorities ranges from nearly 5 to 9 percent in the Services, with the Navy having the largest percentage. In the civilian population, 5 percent of 18- to 24-year-olds are "Other" racial minorities, an increase of more than 2 percentage points since FY 1981.

Gender. Figure 2.3 illustrates the trend in the proportion of female recruits since the start of the All Volunteer Force. Appendix Table D-9 shows the number and proportion of NPS female accessions by Service in FY 1964 and FYs 1970 through 2002. The Air Force traditionally has the largest proportion of women recruits and the Marine Corps the smallest, in part a result of the number of positions open to women in these Services.

The proportion of NPS women accessing into the Services, 17 percent in FY 2002, is not comparable to female representation in the civilian population (50 percent). One reason for the difference is the lower inclination of women than men to apply for and enter the military.²⁷ The gender-integration policy, in effect for eight years, contributed to a continued gradual increase in the number and percentage of women enlisting in the Services.²⁸ However, the increase in enlistment of women has leveled off during the last three years, likely a result of the relatively

²⁶ See Appendix Table B-8; U.S. Department of Education, *Status and Trends in the Education of Hispanics* (NCES 2003-008) (Washington, DC: National Center for Education Statistics, 2003), p. 42-43; U.S. Department of Education, *Dropout Rates in the United States: 2000* (NCES 2002-114) (Washington, DC: National Center for Education Statistics, 2001), pp. 18-19; and previous *Population Representation* reports.

²⁷ The Department of Defense Youth Polls indicate that young women are approximately one-half less inclined to join the military than young men.

²⁸ Memorandum from William Perry, Secretary of Defense, Subject: Application of the Definition of Direct Ground Combat and Assignment Rule, July 28, 1994.

low level of propensity as well as other factors influencing enlistment decisions, such as economic conditions.

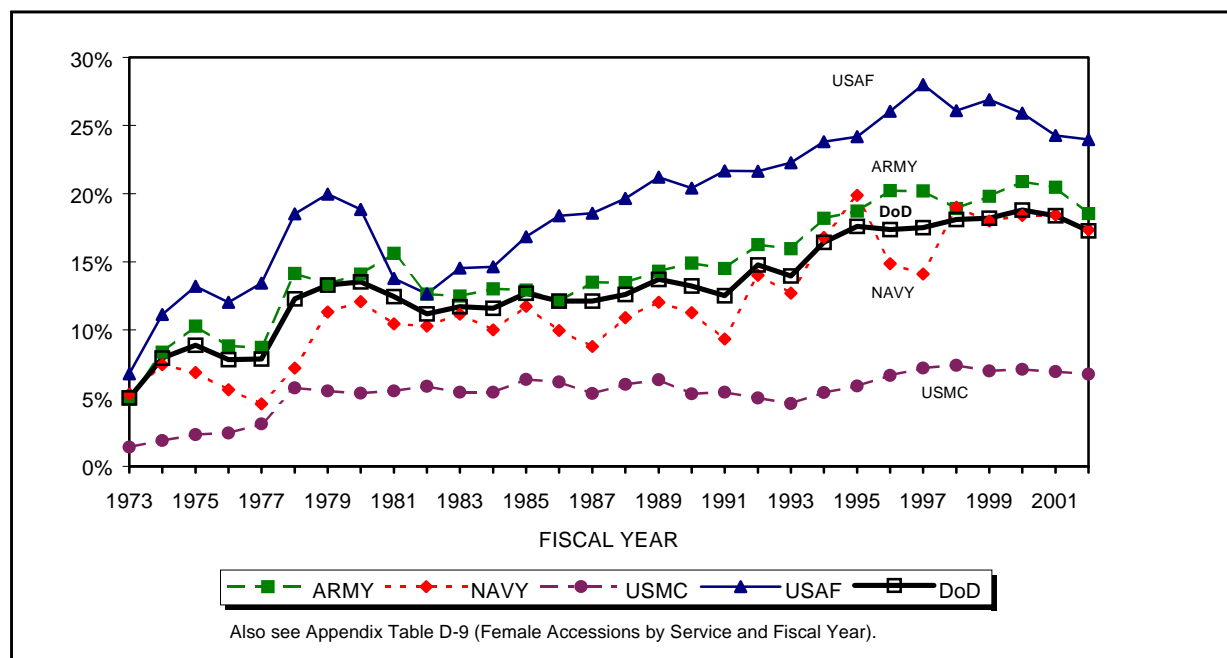


Figure 2.3. Women as a percentage of Active Component NPS accessions, FYs 1973–2002.

Under a gender-neutral recruiting program since FY 1990, the Air Force leads the Services in the proportion of female accessions. The Air Force had increased its proportion of female recruits, from 20 percent in FY 1990 to 27 percent in FY 1999, followed by slight decreases in the last three years to 24 percent in FY 2002 (see Table D-9). When the Navy adopted a gender-neutral recruiting policy in FY 1994, the proportion of women accessions in the Navy increased 3 percentage points (from 17 percent in FY 1994 to 20 percent in FY 1995). However, the Navy dropped its gender-neutral recruiting policy because of constrained berthing facilities on Navy vessels. The Navy’s decision to rescind gender-neutral recruiting may have been a factor in the 6-percentage-point drop of female accessions from FY 1995 to FY 1997 (from 20 to 14 percent).²⁹ However, the Navy was able to recruit a significantly larger proportion of women—17 to 19 percent—each year since FY 1997. The Services experienced a slight drop in female accessions from FY 2001 (18 percent) to FY 2002 (17 percent).

Marital Status. In FY 2002, 9 percent of male and 12 percent of female recruits were married, compared to 50 and 36 percent of male and female enlisted members, respectively. Civilians are more likely to be married than accessions (14 versus 9 percent). Within the Services, Army recruits are most likely to be married (14 percent) and Marine Corps recruits are least likely (3 percent).

²⁹ Born, D.H., *Women in the Military-Trends 1990 to 1996* (Washington, DC: Office of the Assistant Secretary of Defense [Force Management Policy/Accession Policy]).

Table 2.6 compares marriage rates of accessions with 18- to 24-year-old civilians in the labor force. The majority of accessions are high school graduates. The military is often their first full-time job and thus, very few are married.

Table 2.6. FY 2002 Active Component NPS Accessions Who Are Married, by Gender and Service, and Civilians 18–24 Years Old (Percent)						
Gender	Army	Navy	Marine Corps	Air Force	DoD	18- to 24-Year-Old Civilians
Males	13.0	5.9	2.8	9.2	8.6	9.4
Females	17.0	6.7	5.3	9.2	11.5	17.6
Total	13.8	6.0	3.0	9.2	9.1	13.5

Also see Appendix Table B-2 (Marital Status by Age and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001 – September 2002.

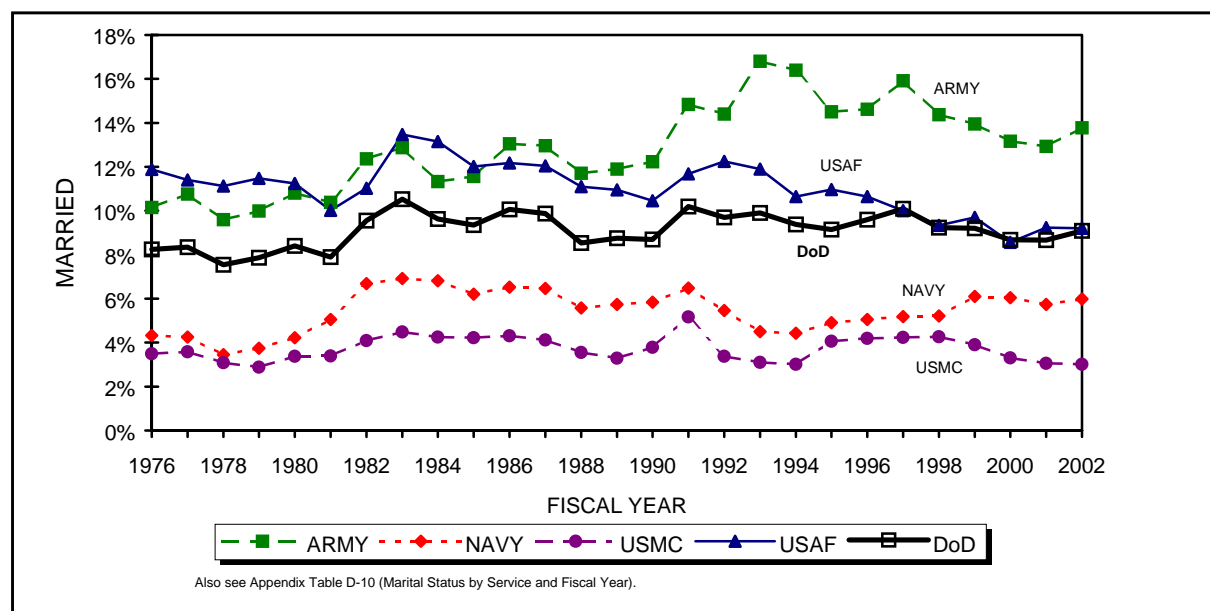


Figure 2.4. Marital status trends of Active Component NPS accessions, by Service, FYs 1976–2002.

Research shows that marriage is important to a member’s long-term career and can enhance individual readiness.³⁰ This is true if the member is in a strong marriage to a supportive but independent spouse. However, combining marriage and a military career can create challenges for younger Servicemembers as well as for the Service. Entering into marriage just prior to or soon after enlisting can place extra burdens on the recruit, the family, and the military, particularly when frequent or unexpected deployments separate the “new” family. Thus, marital status trends of accessions are important characteristics to monitor.

³⁰ Office of the Assistant Secretary of Defense (Personnel and Readiness), *Family Status and Initial Term of Service, Volume I – Summary* (Washington, DC: Office of the Assistant Secretary of Defense [Personnel and Readiness], December 1993).

Education. More than 40 years of research indicates that enlistees who are high school graduates are much more likely than non-graduates to complete their first term of enlistment (80 percent versus 50 percent).³¹ In the late 1960s and early 1970s, the Services gave high school graduates, including those with alternative education credentials, higher priority for enlistment. In the mid- to late 1970s, the Army, Navy, and Air Force classified GED holders and high school graduates differently because evidence showed that persons with GED certification experienced higher first-term attrition. Today, in all Services, applicants with GEDs need higher AFQT scores to enlist than do high school diploma graduates. In fact, the Services strive to meet a 90 percent Tier 1 benchmark established by the Department of Defense.

Additional research indicates that those with other alternative credentials, such as adult education and correspondence school diplomas, also have attrition rates greater than regular high school graduates.³² In 1987, DoD implemented a three-tier classification of education credentials. Table 2.7 shows the percentage of FY 2002 active duty NPS accessions by education tier. Ninety-two percent of recruits possessed high school diplomas and/or some college education (Tier 1); 7 percent held alternative high school credentials (Tier 2); and 1 percent had not completed high school (Tier 3). It should be noted that entry-level enlisted occupations are generally comparable to civilian jobs not requiring college education. Moreover, since nearly 37 percent of NPS accessions are age 18 or younger, they have not yet had as much opportunity for college as have individuals in the 18-24 year-old civilian population.

Although 99 percent of FY 2002 accessions were in Tiers 1 and 2, only 79 percent of 18- to 24-year-old civilians were high school graduates or possessed a GED certificate. Differences among Services in FY 2002 high school graduate accessions were small, ranging from 99 percent (Air Force) to 86 percent (Army). The Army had the highest proportion of recruits with Tier 2 credentials (14 percent); the Air Force had the lowest (1 percent). In FY 2002, the Army and Air Force did not enlist any applicants without education credentials; the Navy and Marine Corps accepted very few recruits with no high school credentials (3 percent and less than 1 percent, respectively).

³¹ See Flyer, E.S., *Factors Relating to Discharge for Unsuitability Among 1956 Airman Accessions to the Air Force* (Lackland AFB, TX: Personnel Research Laboratory, December 1959); Elster, R.E. and Flyer, E.S., *A Study of the Relationship Between Educational Credentials and Military Performance Criteria* (Monterey, CA: Naval Postgraduate School, July 1981); and Lindsley, D.H., *Recruiting of Women*, presented to 1995 Committee on Women in the NATO Forces Conference, June 2, 1995.

³² Laurence, J.H., *Military Enlistment Policy and Educational Credentials: Evaluation and Improvement* (Alexandria, VA: Human Resources Research Organization, 1987); Laurence, J.H., Ramsberger, P.F., and Arabian, J.M., *Education Credential Tier Evaluation* (Alexandria, VA: Human Resources Research Organization, 1996); and Laurence, J.H., *Does Education Credential Still Predict Attrition?*, paper presented as part of Symposium, Everything Old is New Again – Current Research Issues in Accession Policy, at the 105th Annual Convention of the American Psychological Association, Chicago, August 1997.

Table 2.7 Levels of Education of FY 2002 Active Component NPS Accessions, by Service, and Civilians 18–24 Years Old (Percent)						
Education Level ¹	Army	Navy	Marine Corps	Air Force	DoD	18- to 24-Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher	86.4 (91.4**)	91.9	97.4	98.6	91.9 (94.0**)	79.4
Tier 2: GED, Alternative Credentials	13.6	4.6	2.8	1.4	7.2	
Tier 3: No Credentials	0.0	3.4	0.2	0.0	0.8	20.6
Total	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1) ²	10.6	6.4	1.9	12.7	8.5	46.7
Columns may not add to total due to rounding. * Civilian numbers and percentages combine Tiers 1 and 2 as civilian data include GED certificates with high school graduate rates. ** Tier 1 data calculated excluding GED+ participants from total accessions. GED+ is an experimental program enlisting up to 4,000 active duty Army applicants with a GED or no credential who have met special screening criteria for enlistment. ¹ Service data from OUSD(P&R)(MPP)/Accession Policy have been reviewed and updated by the Services for official submission. Data presented in this table may differ slightly from the data shown in appendix tables that are taken from DMDC's USMEPCOM Edit File. ² College experience data from the Services are defined as those individuals with the following credentials: associate degree, professional nursing diploma, baccalaureate, master's, post master's, doctorate, first-professional, or completed one semester of college. Also see Appendix Tables B-7 (Education by Service and Gender) and B-8 (Education by Service and Race/Ethnicity). Source: Service data are from OUSD(MPP)/Accession Policy—submitted in accordance with DoD Instruction 7730.56. USMC college experience data are from DMDC's USMEPCOM Edit File. Civilian data are from Bureau of Labor Statistics Current Population Survey File, October 2001 – September 2002.						

During FY 2000, the Army established the experimental GED+ program, in efforts to identify non-high school diploma graduates who would have low attrition rates. The Army allows up to 4,000 Active Component and 2,000 Reserve Component applicants who have earned a GED certificate or have no education credential to enlist without counting against the 90 percent Tier 1 benchmark for NPS enlisted accessions. To qualify for the GED+ program, recruits must have left high school for a non-disciplinary reason, be too old to return to high school, have no moral character problems, and score high on a test of motivation to enlist.³³

The proportion of accessions with high school diplomas by Service for FYs 1973 through 2002 is shown in Figure 2.5. During most of the first decade of the volunteer military (FYs 1973–1982), the Services differed significantly in the proportion of high school diploma graduates. In addition, there were significant variations across years. Across Services, the proportion of accessions with high school diplomas fell from 75 percent in FY 1978 to 66 percent in FY 1980. The drop was most pronounced in the Army, declining from 73 to 52 percent over that period.

³³ Rutherford, G., *Hispanic Population Projections, Enlistment Propensity and the FY 2001 Recruiting Results* – information paper (Washington, DC: Office of the Assistant Secretary of Defense, 2001).

During the mid-1970s, the Services operated with reduced recruiting budgets. At the same time, there were highly publicized reports of smaller military benefits and significant gaps in pay compared to the civilian sector. Media articles cited the hemorrhage of talent from the Services due to loss of benefits, and the percentage of Servicemembers eligible for food stamps.

Because of lower education levels of new recruits, lower test scores, and increasing minority representation during this period, debates began on whether to replace the volunteer force with a form of national service or a return to the draft.³⁴ The Executive and Legislative branches of government funded major initiatives to reinvigorate the volunteer military, enhance recruiting programs, and improve Servicemembers' quality of life. Military pay and benefits and

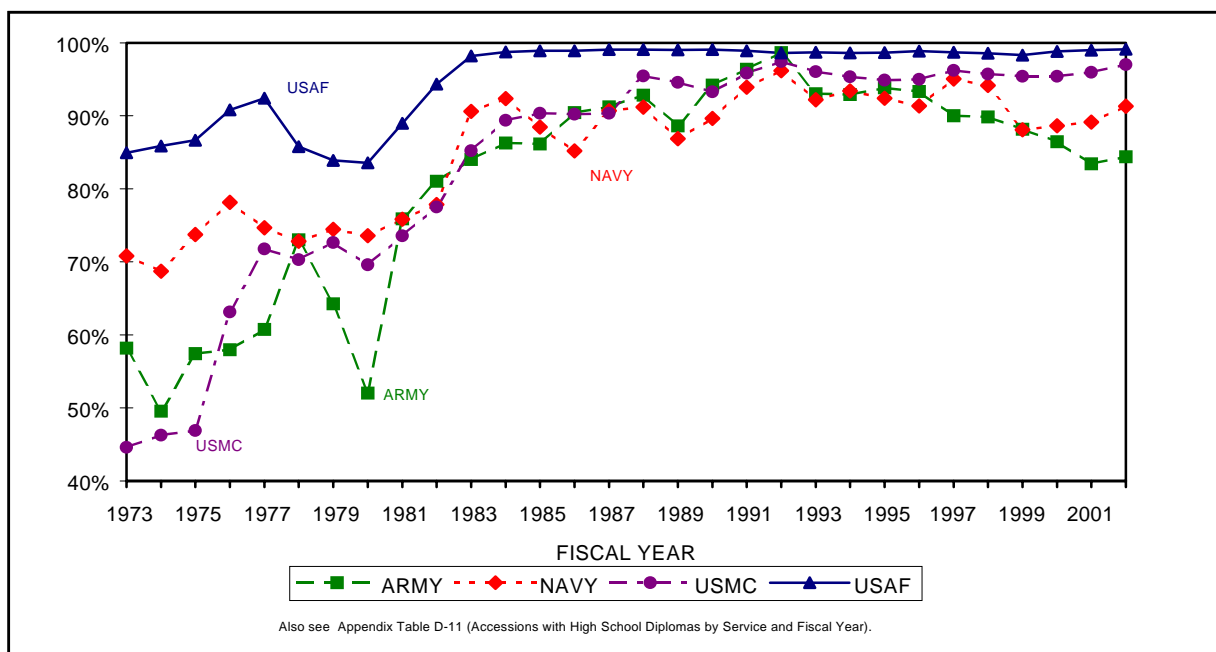


Figure 2.5. Active Component NPS accessions with high school diplomas, FYs 1973–2002.

recruiting resources were increased substantially in 1981, resulting in a rapid increase in the quality of accessions. The proportion of high school graduate recruits jumped from 66 percent in FY 1980 to 83 percent in FY 1982. Further incentives, such as the Montgomery GI Bill and the Army, Navy, and Marine Corps College Funds, and Service emphasis on improving the quality of life for Servicemembers and their families led to improved recruiting. The proportion of high school graduates climbed to a peak of 98 percent in FY 1992. From that peak, the proportion gradually declined to 91 percent in FY 2001. In FY 2002, the Services recruited accessions with slightly higher educational credentials (92 percent; the FY 2002 number is from Service data as described in Table 2.7 rather than the DMDC data sources used in Appendix Table D-11.)

³⁴ In December 1976, the Department of Defense released a report, *The All Volunteer Force: Current Status and Prospects*, that listed seven alternatives to the all volunteer military. On June 20, 1978, the Senate Subcommittee on Manpower and Personnel of the Committee on Armed Services conducted an extensive hearing, *Status of the All-Volunteer Armed Force*, on the problems of a volunteer force and the need to examine alternatives to the all volunteer military.

Figure 2.6 compares FY 2002 accessions with civilians of similar age on the percentage of high school graduates (Tier 1) and those with alternative credentials (Tier 2), by gender and race/ethnicity. Although nearly all military recruits are in Tiers 1 and 2, the same is not true of 18- to 24-year-old civilians. Some dramatic differences in education level, by race/ethnicity, are evident in Figure 2.6. Only 74 percent of Black civilians and 60 percent of Hispanic civilians have high school diplomas or alternative credentials. Given these percentages and the 90 percent Tier 1 requirement, the Services' minority recruiting pool is limited. Thus, the race/ethnicity representation comparisons should be interpreted with these data in mind.

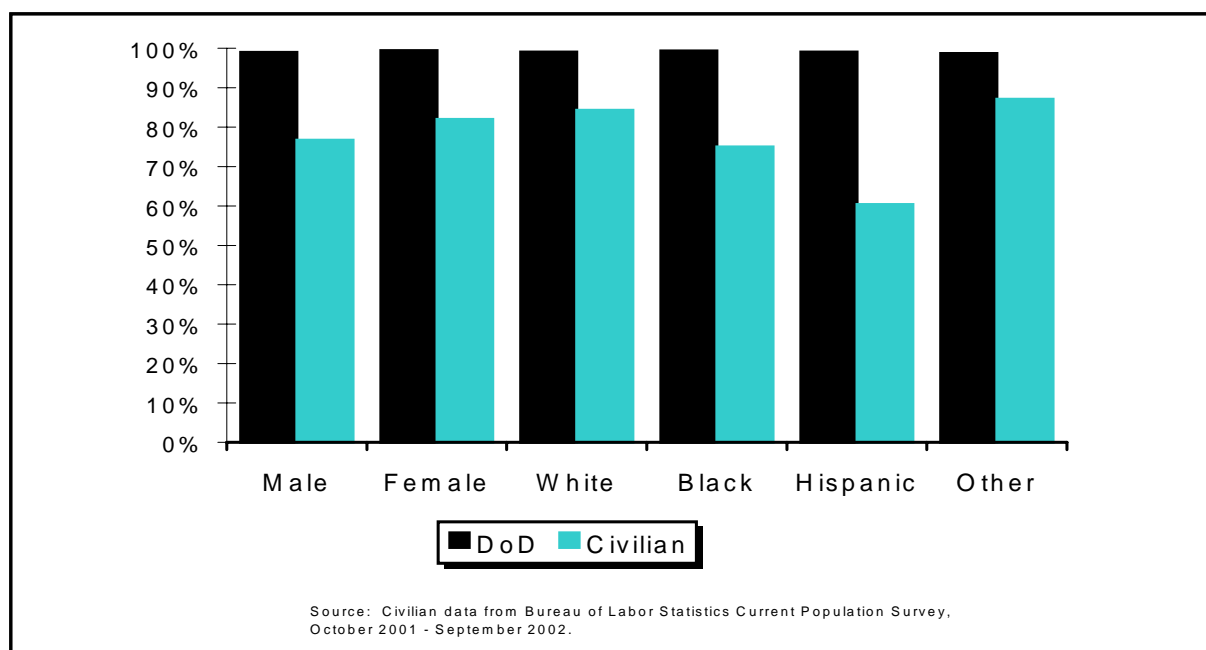


Figure 2.6. FY 2002 accessions and 18- to 24-year-old civilians who earned high school diplomas (Tier 1) or alternative credentials (Tier 2), by gender and race/ethnicity.

AFQT. AFQT scores are the primary measure of recruit potential. Figure 2.7 indicates the percentage of NPS recruits who scored at or above the 50th percentile (Categories I-III) since FY 1973. Numerical data are in Appendix D, Table D-12. The drop in Category I-III recruits after FY 1976 was due primarily to the miscalibration of the ASVAB.³⁵ In FY 1976, when new versions of the ASVAB were introduced, an error in calibrating the score scales made the new versions "easier" than the old versions (i.e., applicants received test scores higher than their actual ability). In FY 1980, an independent study of the calibration was made and the test was correctly calibrated. Then, Congress added legal provisions stipulating that no more than 20 percent of accessions could be in Category IV and that such accessions had to be high school

³⁵ See two documents: Sims, W.H. and Truss, A.R., *A Reexamination of the Normalization of Armed Services Vocational Aptitude Battery (ASVAB) Forms 6, 7, 6E, and 7E* (Alexandria, VA: Center for Naval Analyses, September 1980); and Laurence, J.H. and Ramsberger, P.F., *Low-Aptitude Men in the Military: Who Profits, Who Pays?* (New York: Praeger, 1991).

diploma graduates.³⁶ However, as previously stated, Defense Department guidance decreases this limit even further, allowing no more than 4 percent of recruits to come from Category IV.

Figure 2.7 shows FY 1977 as the low point and FY 1992 as the high point in accessing recruits in Categories I to IIIA. In FY 1977, 34 percent of accessions scored in the top half of the AFQT distribution. Only 13 percent of Blacks, 19 percent of Hispanics, and 20 percent of "Others" scored in Categories I–IIIA.³⁷ Fifteen years later, in FY 1992, most minority accessions achieved scores in the I–IIIA range (Blacks - 56 percent, Hispanics - 67 percent, "Others" - 67 percent). Hispanics have shown the most marked increase, with a 48-percentage-point gain in Category I to IIIA accessions from FY 1977 to FY 1992.

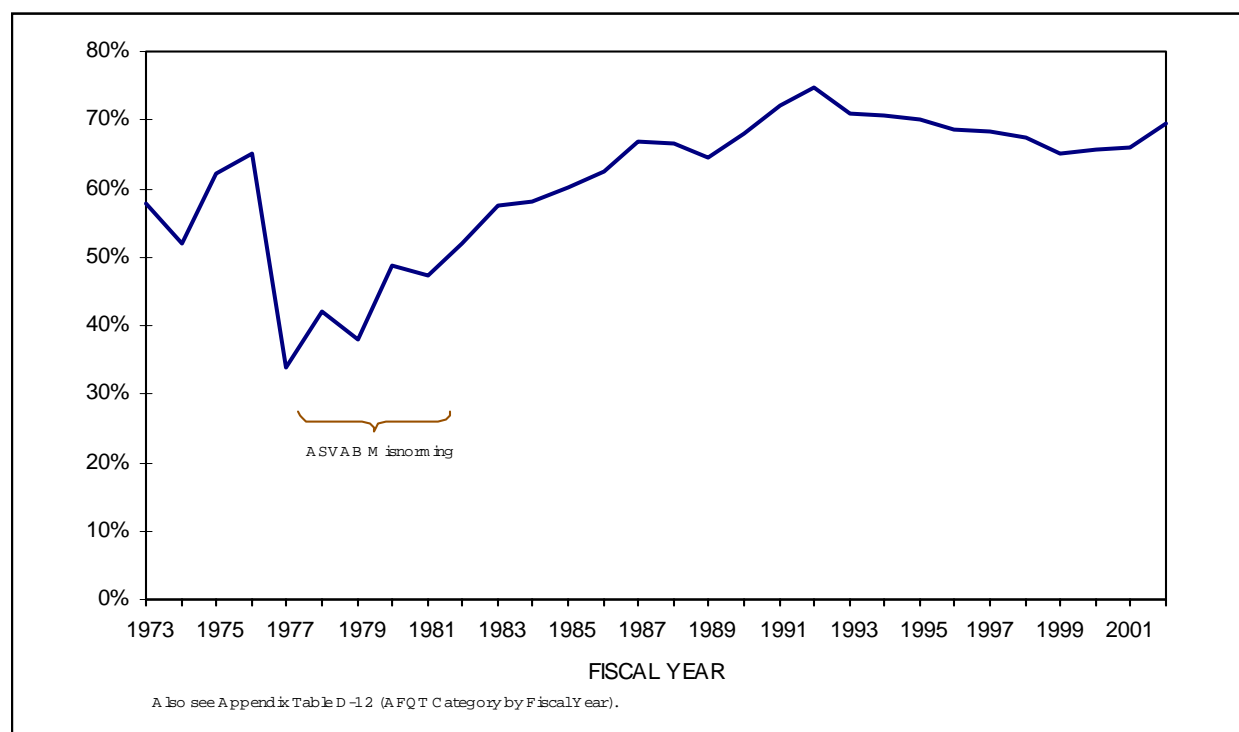


Figure 2.7. Percentage of NPS accessions in AFQT categories I–IIIA, FYs 1973–2002.

A graphic view of the increasing trend in AFQT performance of accessions from FY 1973 through FY 1992 is provided in Figure 2.8. The more significant gains were in Categories I to IIIA, where the percentages increased from 47 percent in FY 1981 to 75 percent in FY 1992. Conversely, there has been a decline in the percentage of Category IIIB accessions. Most dramatic has been the decrease in accessions who score in Category IV—from 33 percent in FY 1979 to one percent or less since FY 1991. There was a gradual decline in the percentage of accessions in Categories I to IIIA from FY 1992 to FY 1999, from 75 to 65 percent. During FY 2002, recruit quality increased slightly to 69 percent in Categories I–IIIA.

³⁶ 10 U.S.C. 520.

³⁷ Data from Defense Manpower Data Center.

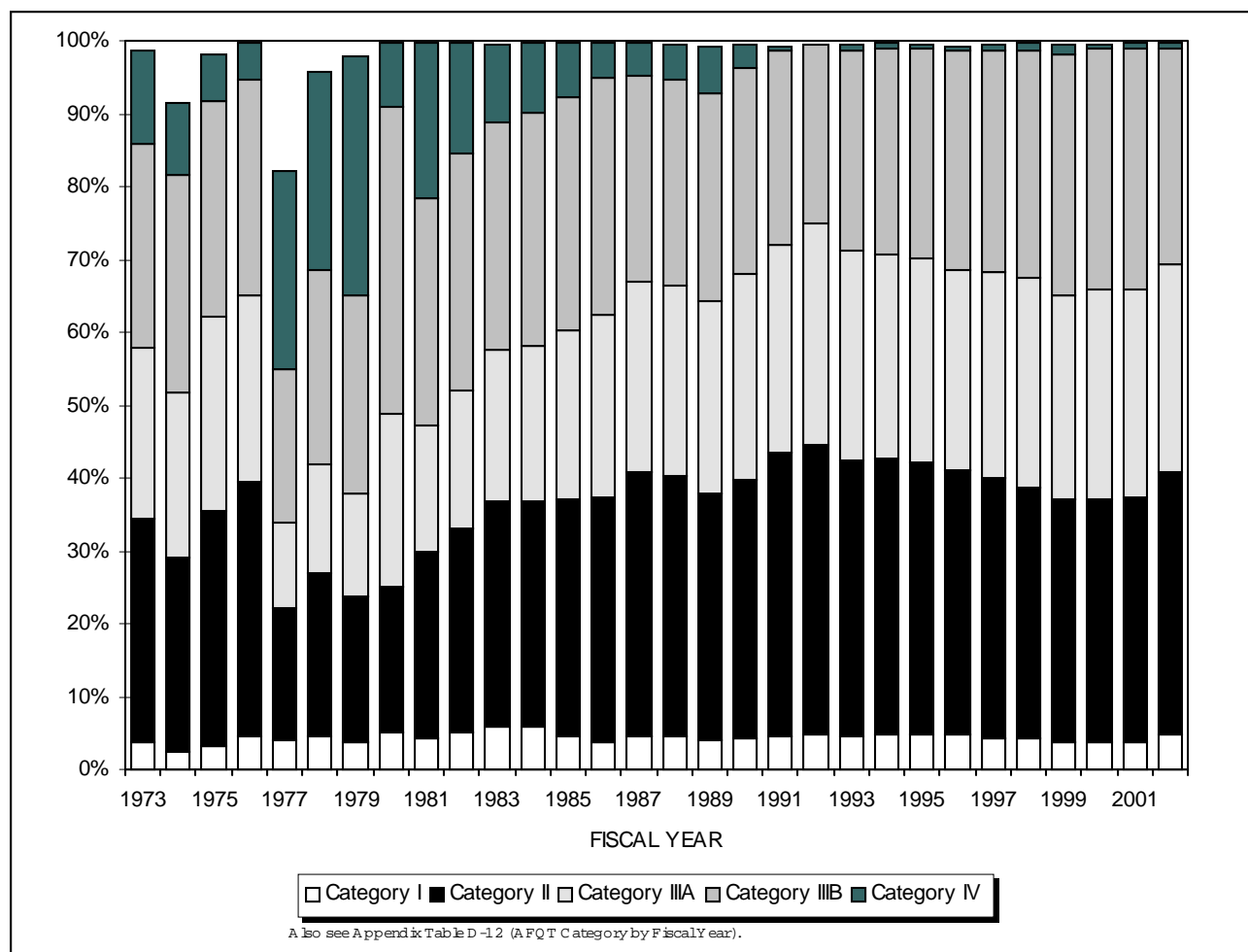


Figure 2.8. Percentage of NPS accessions in AFQT categories I-IV, FYs 1973-2002.

The percentages of FY 2002 active duty NPS accessions in each AFQT category are shown in Table 2.8. The percentage of recruits in Categories I and II was slightly higher than their civilian counterparts (males - 42 percent; females - 36 percent). Category III accessions greatly exceeded civilian proportions (males - 57 versus 30 percent; females - 67 versus 37 percent), while the percentage of recruits in Category IV was much lower than in the civilian population (males - 1 percent versus 20 percent; females - 1 percent versus 22 percent). The low percentage of Category IV recruits is, in part, a result of DoD limits of 4 percent Category IV recruits, with even lower Service limits. Ten percent of civilian males and 9 percent of civilian females scored in Category V; DoD allows no Category V recruits.

In FY 2002, 69 percent of recruits scored at or above the 50th percentile on the AFQT (Categories I-III). Air Force recruits scored higher than those of the other three Services. Seventy-five percent of Air Force recruits scored in Categories I-III, compared to 70 percent of Army, 67 percent of Marine Corps, and 65 percent of Navy recruits.

Table 2.8. AFQT Scores of FY 2002 Active Component NPS Accessions, by Gender and Service (Percent)					
AFQT Category ¹	Army	Navy	Marine Corps	Air Force	DoD
MALES					
I	5.8	5.2	3.7	5.8	5.3
II	35.6	34.0	35.1	43.6	36.6
IIIA	29.8	26.0	27.6	28.3	28.2
IIIB	27.4	34.8	32.9	22.2	29.3
IV	1.4	0.0	0.6	0.1	0.7
V	0.0	0.0	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0
FEMALES					
I	3.1	3.0	3.4	2.9	3.0
II	29.8	32.4	35.4	35.1	32.2
IIIA	30.6	30.3	34.4	32.8	31.4
IIIB	35.2	34.4	26.7	29.2	32.8
IV	1.3	0.0	0.0	*	0.5
V	0.0	0.0	*	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. *Less than one-tenth of one percent. ¹ Service data from OUSD(P&R)(MPP)/Accession Policy have been reviewed and updated by the Services for official submission. Data presented in this table may differ slightly from the data shown in appendix tables that are taken from DMDC's USMEPCOM Edit File. Also see Appendix Tables B-5 (AFQT by Service and Gender) and B-6 (AFQT by Service and Race/Ethnicity). Source: Service data from OUSD(P&R)(MPP)/Accession Policy—submitted in accordance with DoD Instruction 7730.56. The 1980 civilian comparison group distribution for the total population (males and females) is 7 percent in Category I, 28 percent in Category II, 15 percent in Category IIIA, 19 percent in Category IIIB, 21 percent in Category IV, and 10 percent in Category V. Civilian data from <i>Profile of American Youth</i> (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], March 1982).					

High Quality. One impact of the defense drawdown was the Services' redesign of a number of career fields with incumbents assuming a more diverse workload and greater responsibilities. The redesign both increased the number of tasks assigned to an individual, and required incumbents to perform new tasks of greater complexity. The Services believe that as the levels of job/task difficulty and importance increase, so will the need to bring in and retain greater proportions of individuals with above-average aptitude.³⁸ The Services define high-

³⁸ See Sellman, W.S., *Since We Are Reinventing Everything Else, Why Not Occupational Analysis?* Keynote address to the 9th Occupational Analyst Workshop, San Antonio, TX, May 31–June 2, 1995.

quality recruits as high school diploma graduates who also score in the top 50 percent on the AFQT, Categories I through IIIA. Figure 2.9 shows the trends in the proportion of high-quality accessions since FY 1973. In general, sharp increases in high-quality recruits correspond to periods of rising youth unemployment.³⁹ In FY 2002, the percentage of high-quality recruits ranged from 57 percent in the Army and Navy to 75 percent in the Air Force.

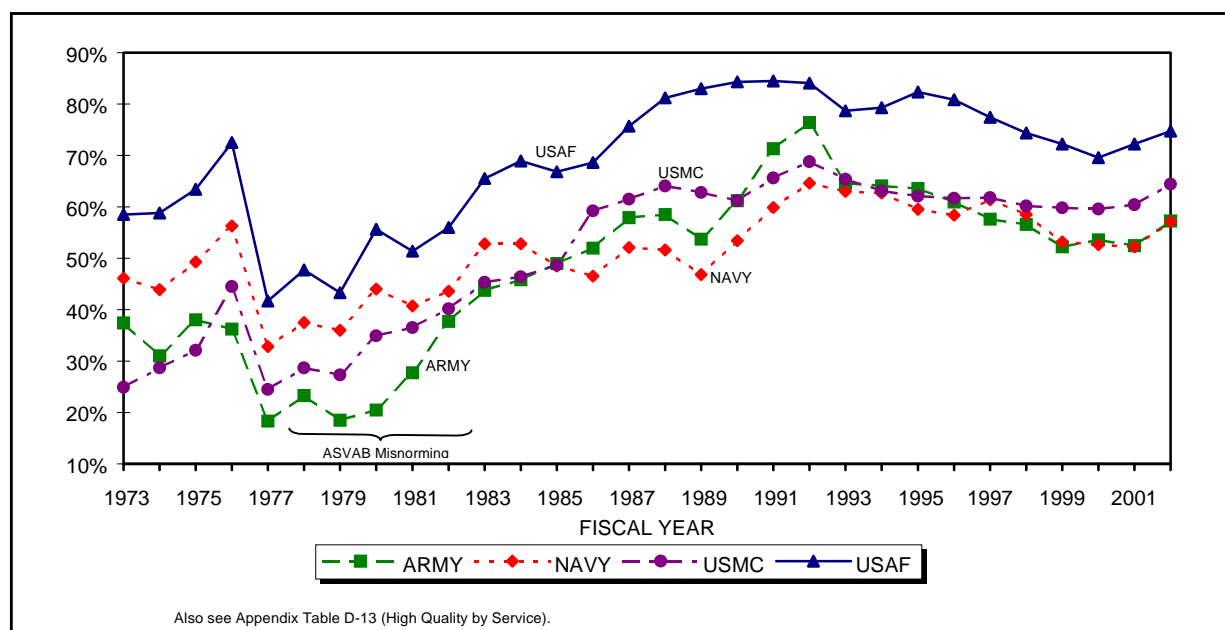


Figure 2.9. Percentage of high-quality NPS accessions, FYs 1973–2002.

Reading Ability. Because reading requirements for many military occupations are substantial, reading ability of recruits is important. The reading grade level (RGL) is estimated by converting the ASVAB verbal composite score to its RGL equivalent.⁴⁰ Table 2.9 shows that the mean RGL for FY 2002 recruits was at a level that would be expected of an 11th grade student, compared to 10th grade level for the average FY 1984 accession.

Differences in RGL were relatively small in FY 2002, with mean RGLs ranging from 11.2 for the Navy and Marine Corps to 11.4 for the Army and Air Force. The 1980 nationally representative sample of 18- to 23-year-olds, on whom ASVAB scores are based, read at a mean 10th grade level.

³⁹ Bureau of Labor Statistics. *Employment Status of the Civilian Noninstitutional Population, 1940 to Date*. URL: <ftp://ftp.bls.gov/pub/special.requests/lf/aat1.txt>.

⁴⁰ See Waters, B.K., Barnes, J.D., Foley, P., Steinhaus, S.D., and Brown, D.C., *Estimating the Reading Skills of Military Applicants: The Development of an ASVAB to RGL Conversion Table* (Alexandria, VA: Human Resources Research Organization, October 1988).

Table 2.9. Mean Reading Grade Level of FY 1984–2002 Active Component NPS Accessions, By Service, and 1980 Civilians 18–23 Years Old						
Fiscal Year	Army	Navy	Marine Corps	Air Force	DoD	1980 Civilian Youth Population
1984	10.0	10.2	9.8	10.5	10.1	10.3
1985	10.6	10.5	10.1	10.8	10.6	
1986	11.2	11.0	11.1	11.4	11.1	
1987	11.2	11.1	11.2	11.6	11.2	
1988	11.2	11.1	11.2	11.5	11.2	
1989	11.1	11.0	11.2	11.4	11.2	
1990	11.2	11.1	11.2	11.7	11.3	
1991	11.4	11.0	11.3	11.7	11.3	
1992	11.5	11.4	11.3	11.7	11.5	
1993	11.5	11.5	11.2	11.8	11.5	
1994	11.4	11.3	11.2	11.7	11.4	
1995	11.3	11.3	11.2	11.7	11.4	
1996	11.3	11.3	11.1	11.7	11.4	
1997	11.2	11.2	11.1	11.6	11.3	
1998	11.2	11.2	11.1	11.5	11.2	
1999	11.0	11.1	11.1	11.2	11.1	
2000	11.1	11.0	11.0	11.2	11.1	
2001	11.1	11.1	11.1	11.3	11.1	
2002	11.4	11.2	11.2	11.4	11.3	
Source: 1980 civilian youth population data from the <i>Profile of American Youth</i> (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], March 1982); and Waters, et al., <i>Estimating the Reading Skills of Military Applicants: The Development of an ASVAB to RGL Conversion Table</i> (Alexandria, VA: Human Resources Research Organization, October 1988).						

Geography. The percentages of recruits from some census regions of the United States have remained fairly stable since the inception of the volunteer force. However, as Figure 2.10 illustrates, substantial shifts have taken place in other regions. The percentage of accessions from the Northeast dropped 8 points from a high of 22 percent in FY 1977 to a low of less than 14 percent in FY 2001. In FY 2002, the proportion of accessions from the Northeast was at 14 percent. The proportion of accessions from the South increased 9 percentage points from 34 percent in FY 1985 to 43 percent in FY 1995. The percent of new recruits from the South has remained stable (approximately 42 percent) since FY 1996.

Changes in geographical representation are related to factors such as shifts in demographic patterns, unemployment, college enrollment, and employment compensation rates, which vary widely across regions of the country.⁴¹ Obviously, no one factor can explain variations in enlistment rates between different sections of the country; they are more likely attributable to a wide array of economic, social, and demographic factors.

⁴¹ Kostiuk, P.F., *Geographic Variations in Recruiting Market Conditions* (Alexandria, VA: Center for Naval Analyses, 1989).

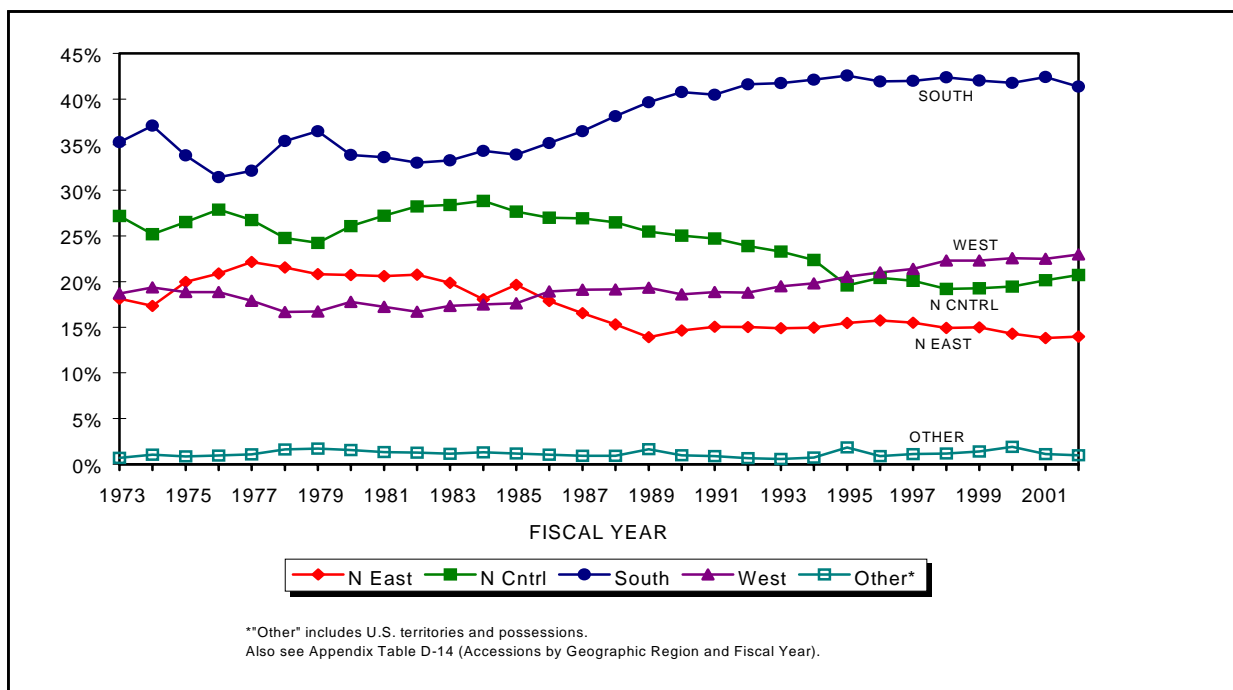


Figure 2.10. NPS accessions by geographic region, FYs 1973–2002.

Table 2.10 presents FY 2002 accession statistics by geographic region, division, and state. The third and fourth columns show percentages of accessions and percentages of the 18- to 24-year-old civilian population, respectively, in each area. The fifth column presents military/civilian representation ratios—the percentage of enlisted accessions divided by the percentage of civilians in each area. A representation ratio of 1.00 means that the area has the same proportion of accessions as of the youth population—for example, 8 percent of all recruits and 8 percent of all youth aged 18–24. A ratio of less than 1.00 means that relatively few youth in an area enlist in the military, while a ratio of more than 1.00 indicates above-average market penetration. The last two columns of the table present the percentages of high-quality accessions (high school graduates in AFQT Categories I–IIIA) and mean AFQT scores for each area.

The South region had the greatest ratio of enlistees (1.2). The West South Central division had the strongest representation (1.3). The Northeast region had a representation ratio of 0.8 and the North Central and West regions had ratios of 0.9.

Slightly more than half of the states had representation ratios of 1.0 or more. These included: Maine and New Hampshire in the Northeast; Ohio, Indiana, South Dakota and Nebraska in the North Central; all states except Utah, Colorado, and California in the West; and all states except Kentucky, Tennessee, Delaware, and the District of Columbia in the South. Among all states, the ratios ranged from a low of 0.5 in the District of Columbia to a high of 2.0 in Montana.

Table 2.10. Selected Statistics for FY 2002 NPS Accessions by
Region, Division, and State, and Civilians 18–24 Years Old

CENSUS REGION CENSUS DIVISION STATE	Area's Contribution of All NPS Accessions	Area's Percent of All NPS Accessions	Area's Percent of All 18- to 24-Year- Olds	Represen- tation Ratio	Percent of Accessions that are High- Quality*	Mean AFQT Percentile Score
NORTHEAST REGION	25,342	14.0	17.0	0.8	62.4	60.7
<i>New England Division</i>	5,857	3.2	4.4	0.7	65.3	62.0
Maine	899	0.5	0.4	1.2	65.5	63.1
New Hampshire	757	0.4	0.4	1.1	71.3	64.6
Vermont	307	0.2	0.2	0.9	72.0	62.6
Massachusetts	2,160	1.2	2.2	0.6	63.0	61.6
Rhode Island	466	0.3	0.3	0.8	64.6	61.5
Connecticut	1,268	0.7	1.0	0.7	64.2	60.6
<i>Middle Atlantic Division</i>	19,485	10.7	12.6	0.9	61.5	60.3
New York	9,368	5.2	6.1	0.8	60.1	59.9
New Jersey	3,701	2.0	2.4	0.8	59.3	58.5
Pennsylvania	6,416	3.5	4.0	0.9	64.7	61.8
NORTH CENTRAL REGION	37,646	20.7	23.4	0.9	65.3	62.1
<i>East North Central Division</i>	26,443	14.6	16.0	0.9	64.8	61.8
Ohio	7,173	4.0	3.8	1.0	65.8	61.8
Indiana	3,767	2.1	2.1	1.0	67.2	63.5
Illinois	6,880	3.8	4.5	0.9	63.0	60.8
Michigan	5,660	3.1	3.8	0.8	62.5	60.9
Wisconsin	2,963	1.6	2.0	0.8	67.6	63.5
<i>West North Central Division</i>	11,203	6.2	7.4	0.8	66.5	62.7
Minnesota	2,137	1.2	1.9	0.6	69.0	64.0
Iowa	1,665	0.9	1.1	0.8	69.8	64.2
Missouri	3,630	2.0	2.1	0.9	63.0	61.0
North Dakota	351	0.2	0.2	0.8	72.7	65.0
South Dakota	600	0.3	0.3	1.3	65.3	63.0
Nebraska	1,172	0.6	0.7	1.0	66.5	62.5
Kansas	1,648	0.9	1.1	0.8	66.8	62.9
SOUTH REGION	77,071	41.4	34.9	1.2	60.2	59.5
<i>South Atlantic Division</i>	37,106	20.4	17.1	1.2	60.2	59.6
Delaware	452	0.2	0.3	0.9	57.5	59.1
Maryland	3,330	1.8	1.7	1.1	60.9	60.1
District of Columbia	170	0.1	0.2	0.5	45.9	53.7
Virginia	5,289	2.9	2.2	1.4	62.6	61.1
West Virginia	1,289	0.7	0.6	1.3	56.6	57.9
North Carolina	5,296	2.9	2.6	1.1	60.9	59.8
South Carolina	3,192	1.8	1.4	1.3	57.4	58.0
Georgia	5,810	3.2	2.9	1.1	55.6	57.9
Florida	12,278	6.8	5.2	1.3	62.1	60.3
<i>East South Central Division</i>	11,386	6.3	6.2	1.0	58.3	58.7
Kentucky	2,277	1.3	1.6	0.8	59.3	58.9
Tennessee	3,391	1.9	2.1	0.9	62.7	61.4
Alabama	3,675	2.0	1.6	1.3	57.5	58.0
Mississippi	2,043	1.1	1.0	1.2	51.1	55.2

(Continued)

Table 2.10. Selected Statistics for FY 2002 NPS Accessions by Region, Division, and State, and Civilians 18–24 Years Old (Continued)						
CENSUS REGION CENSUS DIVISION STATE	Area's Contribution of All NPS Accessions	Area's Percent of All NPS Accessions	Area's Percent of All 18- to 24-Year- Olds	Represen- tation Ratio	Percent of Accessions that are High- Quality*	Mean AFQT Percentile Score
SOUTH REGION (continued)						
<i>West South Central Division</i>	26,597	14.6	11.6	1.3	61.0	59.6
Arkansas	1,994	1.1	0.9	1.2	58.6	58.0
Louisiana	3,561	2.0	1.8	1.1	52.7	56.1
Oklahoma	2,977	1.6	1.2	1.3	61.4	60.0
Texas	18,047	9.9	7.6	1.3	62.8	60.4
WEST REGION	41,680	23.0	24.6	0.9	63.2	61.2
<i>Mountain Division</i>	13,760	7.6	7.0	1.1	63.7	62.4
Montana	1,001	0.6	0.3	2.0	62.4	63.4
Idaho	1,122	0.6	0.5	1.2	65.2	64.3
Wyoming	444	0.2	0.2	1.6	68.2	62.4
Colorado	2,844	1.6	1.7	0.9	64.4	63.7
New Mexico	1,532	0.8	0.7	1.3	59.3	59.1
Arizona	3,892	2.1	1.9	1.1	64.1	61.8
Utah	1,281	0.7	1.1	0.7	66.4	63.7
Nevada	1,644	0.9	0.6	1.5	62.1	61.6
<i>Pacific Division</i>	27,920	15.4	17.6	0.9	63.0	60.6
Washington	4,361	2.4	2.0	1.2	67.1	64.7
Oregon	2,657	1.5	1.2	1.2	65.8	63.7
California	19,575	10.8	13.9	0.8	61.9	59.3
Alaska	599	0.3	0.2	1.5	64.3	63.2
Hawaii	728	0.4	0.4	1.2	56.0	56.6
TOTAL (50 STATES + DC)	179,739	99.0	100.0	1.0	62.3	60.6
TERRITORIES OR POSSESSIONS	1,515	0.8			32.0	44.7
Puerto Rico	1,306	0.7			30.8	44.2
Virgin Islands	128	0.1			42.2	48.2
Other Territories or Possessions ¹	81	**			35.8	46.9
UNKNOWN	256	0.1			63.3	61.2
TOTAL	181,510	100.0			62.0	60.5
Columns may not add to total due to rounding. * High-quality accessions are high school graduates who score at or above the 50 th percentile on the AFQT. This column is the number of high-quality accessions in area divided by the total number of accessions in area. ** Less than one-tenth of one percent. ¹ Other Territories or Possessions includes: American Samoa, Federated States of Micronesia, Guam, Marshall Islands, Northern Mariana Islands, Palau, and U.S. Minor Outlying Islands. Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001 – September 2002. The Civilian Population Survey does not collect data from residents of U.S. territories or possessions.						

The sixth column of Table 2.10 shows the proportion of accessions that are high-quality by geographical area. There were only minor differences by region in FY 2002. The proportion of high-quality accessions by region ranged from a low of 60 percent in the South to a high of 65 percent in the North Central region. Differences across divisions were somewhat larger.

Approximately 8 percentage points separated the East South Central and West North Central divisions. Differences at the state level were still larger, ranging from 46 percent in the District of Columbia to 73 percent in North Dakota. Of those accessions claiming home of record in the U.S. territories or possessions (e.g., Puerto Rico, Guam), 32 percent were high-quality.

The last column of Table 2.10 shows the mean AFQT score by each geographical area. Occasionally, interest has been expressed in using AFQT scores as an indicator of the performance of state educational systems. AFQT statistics are not particularly suitable for this purpose for several reasons. As a sample of youth in a state, ASVAB test-takers reflect a number of selection biases, the total effect of which is unknown. Those who take the test as part of the enlistment process exclude many students who intend to enroll in college, prospects who fail the enlistment screening test, and youth who do not have an interest in military enlistment. Therefore, youth who take the ASVAB should not be presumed to be representative of the communities or school systems from which they are drawn. Even without the biases, it would be difficult to determine how much the test scores reflect differences in school performance from state to state, or how much they reflect other state characteristics, such as social composition and economic conditions. In sum, while the ASVAB is an excellent instrument for the purposes for which it was designed, it does not provide valid state-by-state school performance data.

Nevertheless, AFQT scores by state may be of interest for purposes other than assessing school system performance. The AFQT figures in Table 2.10 reflect the mean AFQT percentile scores for accessions in each state. Percentiles displayed in Table 2.10 are all above 50 (except for several territories or possessions); low-scoring applicants are screened out.

Chapter 3

ACTIVE COMPONENT ENLISTED FORCE

At the end of Fiscal Year 2002, enlisted force end-strength reached nearly 1.18 million, an increase from the FY 2001 end-strength of 1.15 million. This is a change to the trend, as enlisted end-strength has dropped each year between FYs 1987 and 1999. The Active Components counted 1.85 million enlisted members in FY 1987, more than in any year since FY 1974. End-strength reached a low point in FY 1999 (1.151 million) with a marginal increase to 1.154 million in FY 2000, and 1.153 in FY 2001. Figure 3.1 displays trend lines by Service for the active duty enlisted force size since FY 1973, and Appendix Table D-15 provides end-strength data by year and by Service for FYs 1964 and 1973 through 2002.

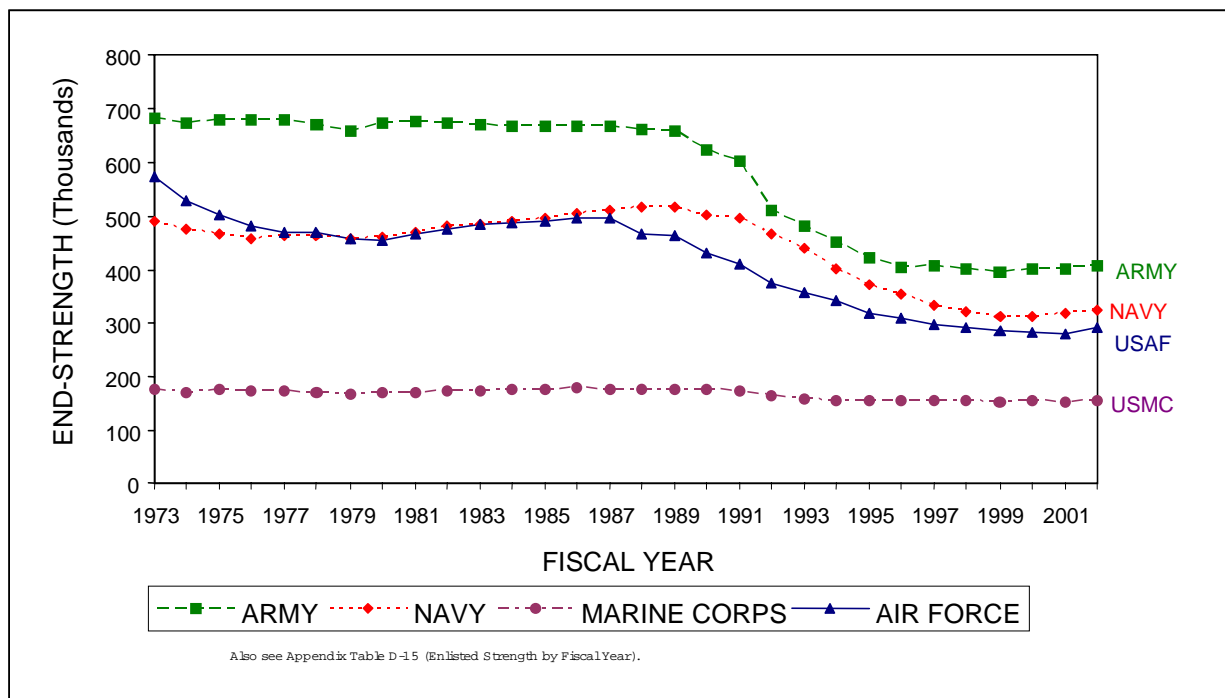


Figure 3.1. Active Component enlisted force end-strength, by Service, FYs 1973–2002.

Characteristics of Active Component Enlisted Force

Age. Trained person-years are equal in importance to aggregate end-strength when evaluating personnel readiness. Greater proportions of trained person-years reduce training costs and enable the Services to cut recruiting objectives. To gain increased person-years with the same number of Servicemembers, DoD and Service planners increase the mean initial term of enlistment and restructure the mix of first-term and career force personnel.

The mean number of months in service per enlisted Servicemember is highlighted in Figure 3.2. Mean time in service rose from 75 months in FY 1987 to 90 months in FY 1996 and then dropped slightly to 84 months in FY 2002. Although the cumulative effect of various policies put in place since the early 1980s resulted in an increase in the mean age of the Services' enlisted force from 25 years old in FY 1980 to a peak of almost 27 and a half years old in FYs 1996 and 1997, current retention problems have led to a slight decrease in mean age and time in

service during the last few years. The current mean age of the Services' enlisted force is almost exactly 27 years old.

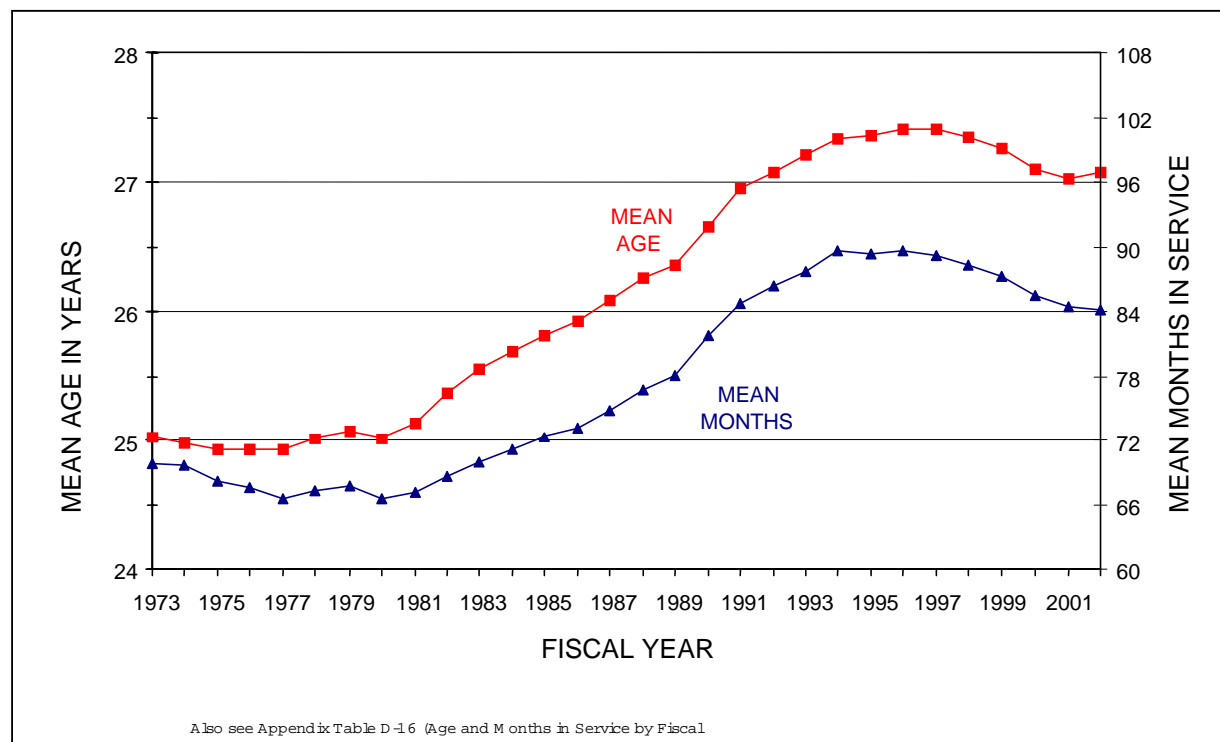


Figure 3.2. Active Component enlisted force average age and months in service, FYs 1973–2002.

Force structure, retention, and personnel policies govern the distribution of Servicemembers by occupation and grade. These factors have resulted in an overall DoD force profile wherein approximately half the force (51 percent) has less than 6 years of service, with slightly less than half (45 percent) having 6 to 19 years, and 4 percent having more than 20 years.¹ Pay grade and time in service are highly correlated. Paralleling the years in service data, pay grade distributions include slightly more than half of the enlisted force in pay grades E1 through E4 (53 percent) and slightly less than half in pay grades E5 through E9 (47 percent), as shown in Table 3.1. Progression from E1 and E2 (trainees) to E3 occurs quickly; consequently, relatively few enlisted members are in pay grades E1 and E2 (13 percent). Nearly three-quarters (75 percent) of the enlisted force are in pay grades E3 through E6. Service differences primarily are the result of retention trends as well as the force structure and personnel requirements needed to support Service-unique roles and missions. Thus, time in service and pay grade data should be interpreted cautiously.

¹ See Timenes, N., Jr., *Force Reductions and Restructuring in the United States*, presented to NATO Seminar on Defense Policy and Management, Brussels, Belgium, July 2, 1992. The derived force was based on the distribution by years of service from FY 1987 through FY 1989—a period of stable funding preceding the drawdown.

Table 3.1. FY 2002 Pay Grade of Active Component Enlisted Members, by Service (Percent)					
Pay Grade	Army	Navy	Marine Corps	Air Force	DoD
E1	5.2	4.8	8.1	5.4	5.5
E2	8.0	8.1	13.0	4.4	7.8
E3	16.6	16.7	28.2	18.4	18.6
E4	25.4	20.2	18.5	17.6	21.1
E5	17.9	22.7	14.7	25.0	20.6
E6	14.1	16.7	8.8	15.3	14.4
E7	9.2	7.5	5.7	10.8	8.7
E8	2.7	2.2	2.1	2.0	2.3
E9	0.8	1.0	0.9	1.0	0.9
Unknown	0.0	*	0.0	0.0	*
Total	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.					
* Less than one-tenth of one percent.					
Also see Appendix Table B-46 (Active Component by Pay Grade and Service).					

In FY 2002, 49 percent of the enlisted force was 17–24 years old, yet a little less than 2 percent was older than 44, as shown in Table 3.2. For those who make the military a career, the 20-year retirement option results in many leaving the service while in their late 30s and early 40s. In the Army, Navy, and Marine Corps, a large proportion of the enlisted force was under age 25 (48, 47, and 68 percent, respectively). Marine Corps members were the “youngest” with more than two-thirds under age 25, and 3 percent 40 years or older. Air Force members were the “oldest” with 42 percent under age 25, and 10 percent 40 years or older. The Marine Corps traditionally has the youngest accessions. Historically, the Air Force has experienced higher enlisted retention rates than the other Services, contributing to somewhat “older” enlisted members.

Although 49 percent of the enlisted force was in the 17–24 age group, approximately 15 percent of the civilian labor force fell in this range. At the other end of the distribution, over one-half (51 percent) of the civilian labor force was 40 years old or older, compared with 7 percent of enlisted members.

Race/Ethnicity. The military attracts and retains higher proportions of Blacks and “Other” minority groups but lower proportions of Hispanics than are in the civilian labor force. As Table 3.3 indicates, the overall proportion of enlisted minorities was higher than in the civilian labor force in FY 2002 (38 and 32 percent, respectively). However, Hispanics were underrepresented among enlisted members (10 percent versus 14 percent).

In FY 2002, 22 percent of the enlisted force was Black, compared with 13 percent of the civilian labor force (18–44 year-olds). The Army had the highest proportion of Black enlisted members in FY 2002 (28 percent).

Table 3.2. FY 2002 Age of Active Component Enlisted Members, by Service, and Civilian Labor Force 17 and Older (Percent)						
Age	Army	Navy	Marine Corps	Air Force	DoD	Civilian Labor Force
17–19	10.4	10.1	17.3	8.5	10.8	4.5
20–24	37.1	36.7	50.6	33.4	37.9	10.3
25–29	20.3	18.8	15.8	18.7	18.9	10.4
30–34	14.5	13.5	7.4	13.1	13.0	11.5
35–39	11.3	13.0	5.8	15.9	12.2	12.4
40–44	4.6	6.0	2.4	8.7	5.7	13.6
45–49	1.3	1.6	0.6	1.5	1.3	12.4
50+	0.3	0.3	0.1	0.1	0.2	25.0
Unknown	0.2	0.0	0.0	0.0	0.1	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. * Less than one-tenth of one percent. Also see Appendix Table B-23 (Active Component by Age Group, Service, and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2002.						

Table 3.3. FY 2002 Race/Ethnicity of Active Component Enlisted Members, by Service, and Civilian Labor Force 18–44 Years Old (Percent)						
Race/ Ethnicity	Army	Navy	Marine Corps	Air Force	DoD	18- to 44-Year-Old Civilians
White	55.7	58.9	66.3	71.8	62.0	68.4
Black	27.5	21.0	15.2	18.1	21.8	12.6
Hispanic	10.4	10.9	14.2	6.0	10.0	13.9
Other	6.4	9.3	4.3	4.0	6.3	5.1
Total	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Also see Appendix Table B-25 (Race/Ethnicity by Service and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2002.						

Changes over time in the percentage of Black enlisted members in each Service are shown in Figure 3.3. Black soldiers in the Army increased from 18 percent in FY 1973 to a high of 33 percent in FY 1981. That proportion decreased to 30 percent by the mid-1980s, in large part due to an increase in entrance standards and the Army's decision not to renew enlistment contracts of low-scoring members who entered during the ASVAB misnorming. The proportion of Blacks in the Army has decreased slightly during the past 10 years, from 32 percent in FY 1990 to 28 percent in FY 2002. The Marine Corps has experienced slight decreases in Blacks during recent years too. Decreases in the Army and Marine Corps parallel the drop in minority accessions in FY 1991 and the concomitant decrease in the propensity to enlist among Black

youth.² The Navy, on the other hand, has exhibited a consistent long-term increase in the proportion of Blacks, from 8 percent in FY 1973 to 21 percent in FY 2002. In all Services, the percentage of female members who are Black significantly exceeds the percentage of male members who are Black, 34 percent compared to 20 percent for all Services in FY 2002 (Appendix Table B-25).

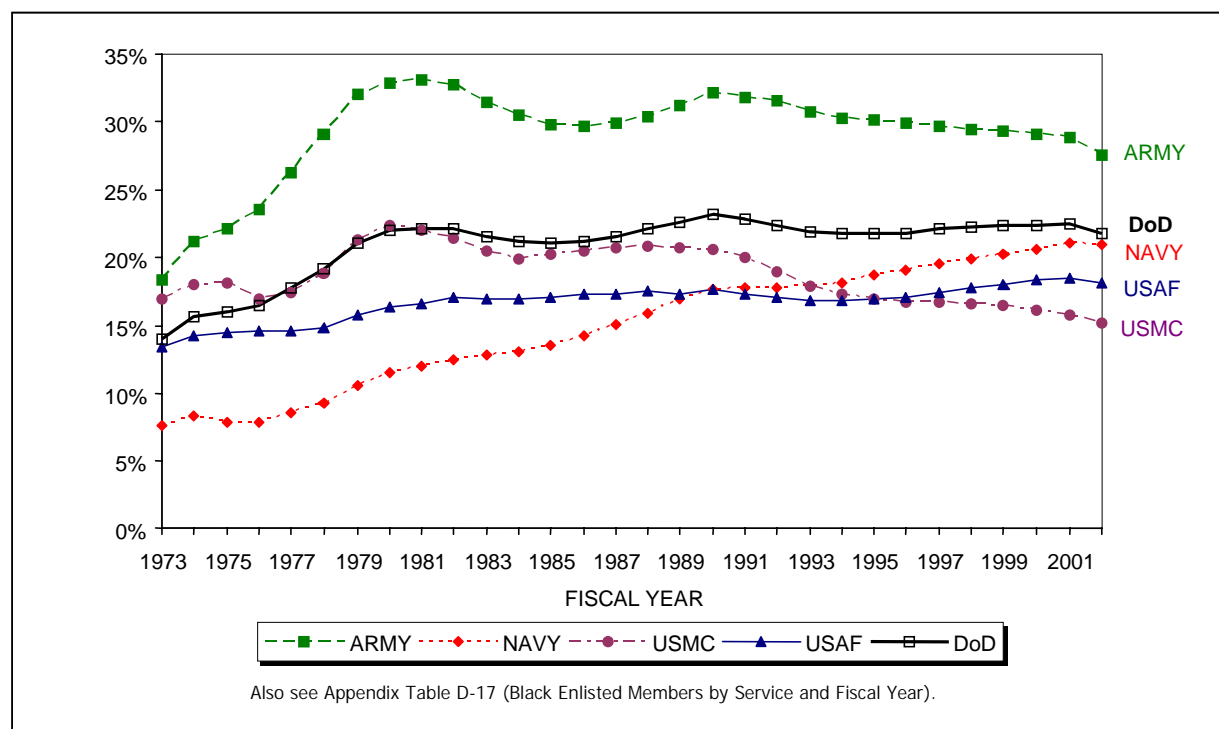


Figure 3.3. Blacks as a percentage of Active Component enlisted members, by Service, FYs 1973–2002.

In FY 2002, active duty Hispanic enlisted members were a smaller part of the enlisted force than of the civilian labor force in the 18–44 age group (10 percent and 14 percent, respectively). The highest representation of Hispanics was in the Marine Corps (14 percent). The proportions of "Other" minority individuals in the Army, Marine Corps and Air Force were similar (6, 4 and 4 percent, respectively), while the Navy had somewhat more (9 percent).

Although Hispanic enlisted members were underrepresented in FY 2002, Hispanic representation in the Services has increased 5 percentage points since 1985, when less than 4 percent of the enlisted force was Hispanic (Figure 3.4). Hispanics are the fastest growing group in the United States. In 1985, the 18- to 44-year-old civilian labor force included nearly 7 percent declaring Hispanic descent. By 1994, the civilian population boasted more than 10 percent Hispanics, compared to less than 6 percent in the DoD. By FY 2002, Hispanics made up nearly 14 percent of the civilian labor force, with projections of continuing increases.³ The

² Memorandum from Alphonso Maldon, Jr., Assistant Secretary of Defense (Force Management Policy), Subject: 1999 Youth Attitude Tracking Study, January 11, 2000.

³ U.S. Census Bureau. *Projections of the Resident Population by Race, Hispanic Origin, and Nativity: Middle Series, 2006 to 2010*. URL: <http://www.census.gov/population/www/projections/popproj.html>

military's increases, on average, have nearly, but not quite, kept pace with the rate of growth of Hispanics in the civilian population during the last 15 years. However, DoD has not been able to catch up to the percentages of those of Hispanic origin in the civilian labor force.

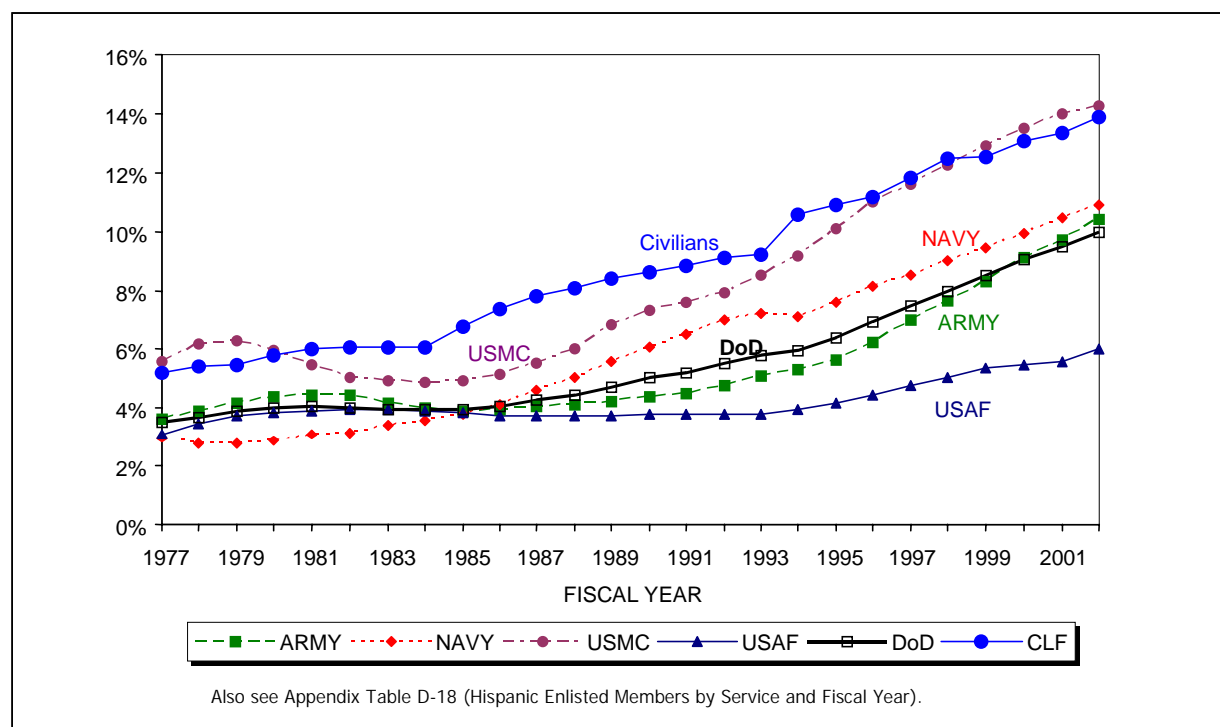


Figure 3.4. Hispanics as a percentage of Active Component enlisted members, by Service, with the civilian labor force, FYs 1977–2002.

Gender. Trends in the percentage of enlisted women since FY 1973 are shown in Figure 3.5 (Appendix Table D-19 provides numerical data). Thirty years ago, because of legal restrictions, women constituted less than 2 percent of military members. In 1967, Public Law 90-30 removed the 2-percent cap on women in the military.⁴ However, policies, particularly those related to the roles of women, did not change accordingly. It took nearly 20 years for the Services to achieve 10 percent representation of women.

Four factors affect the proportion of enlisted female members. First, women tend to have a lower inclination to enlist than men do.⁵ Second, ground combat exclusion policies restrict the positions and skills in which women may serve. Third, the military personnel system is a "closed" system. Growth must come from within, and from the bottom up; lateral entries play virtually no role. Consequently, the gender structure of the career force is shaped primarily by the proportion of females recruited. Fourth, women leave the Services at a higher rate than men. Thus, the percentage of women in the military may not change much from current levels unless there are significant increases in female recruiting or retention.

⁴ Born, D.H. and Lehnus, J.D., *The World of Work and Women at War*, paper presented at the International Military Testing Association, Toronto, Canada, October 1995.

⁵ Memorandum from Alphonso Maldon, Jr., Assistant Secretary of Defense (Force Management Policy), Subject: 1999 Youth Attitude Tracking Study, January 11, 2000.

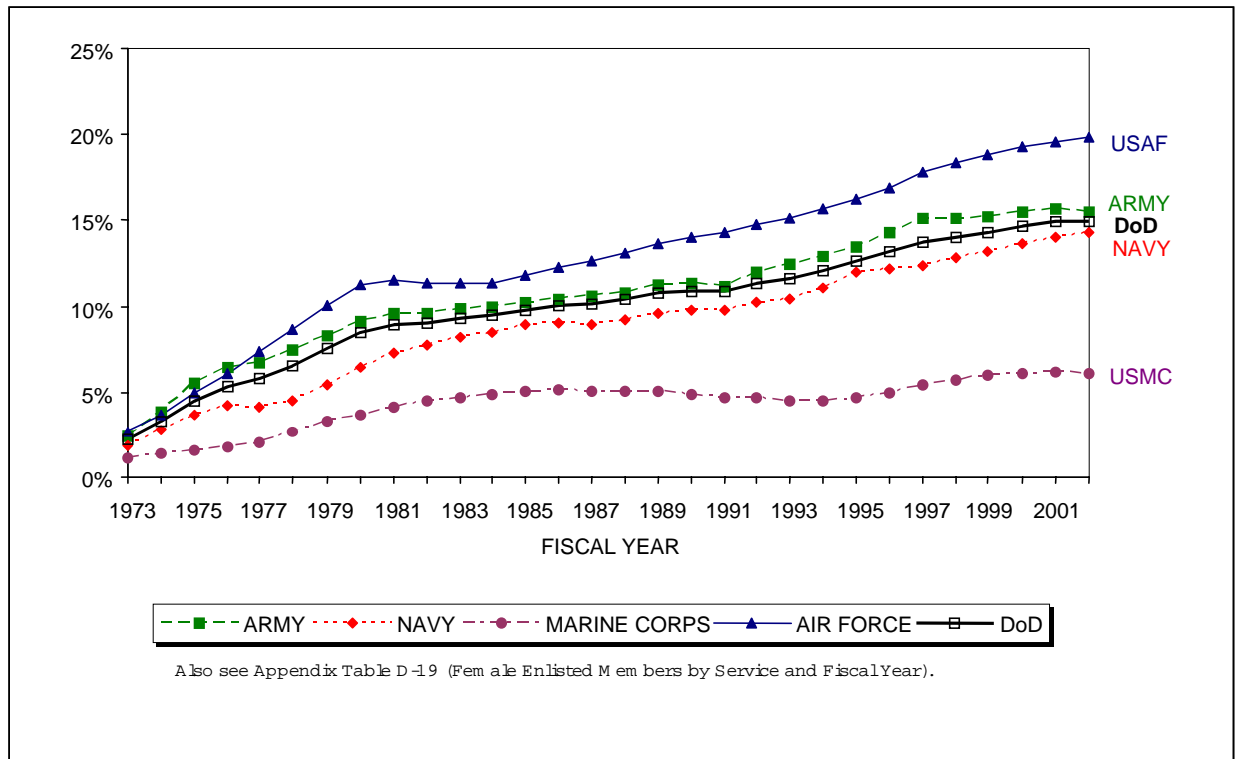


Figure 3.5. Women as a percentage of Active Component enlisted members, by Service, FYs 1973–2002.

As a result of policy and social changes, the number of active duty enlisted women increased from nearly 32,000 in FY 1972 to a pre-drawdown peak of 196,000 in FY 1989, then down to 160,000 in FY 1995. The number and proportion of women has increased to just under 177,000, 15 percent of enlisted members, in FY 2002, an increase from nearly 172,000 in FY 2001. The increase in women in the military since FY 1972 brought about significant changes across all aspects of personnel management: in training programs and physical fitness regimens, in assignments, in living arrangements, and in medical services. It also created new administrative issues regarding pregnancy, the proportion of single parents in the military, child care arrangements during peacetime and deployment, and dual-service marriages (where husband and wife both serve in uniform).

Nearly all career fields (92 percent) are now open to women: 91 percent in the Army, 96 percent in the Navy, 93 percent in the Marine Corps, and 99 percent in the Air Force.⁶ Gradual increases in the proportion of women in the military underscore the Services' commitment to recruit and retain women.

As shown in Table 3.4, the Air Force has the highest proportion of women on active duty (20 percent), while the Marine Corps has the lowest (6 percent). Percentages in the Army and Navy are 16 and 14 percent, respectively. Service differences reflect differences in the proportion of positions closed to women and the availability of occupations of interest to women. Overall, the proportion of enlisted women has gradually increased (about half a

⁶ News release from Office of the Assistant Secretary of Defense (Public Affairs), "Secretary of Defense Perry Approves Plans to Open New Jobs for Women in the Military," July 29, 1994.

percentage point each year) over the past nine years, from 11.6 to 15.0 percent from FY 1993 to FY 2002 (Appendix Table D-19).

Table 3.4. FY 2002 Gender of Active Component Enlisted Members, by Service, and Civilian Labor Force 18–44 Years Old (Percent)						
Gender	Army	Navy	Marine Corps	Air Force	DoD	18- to 44-Year-Old Civilians
Male	84.5	85.7	93.9	80.2	85.0	53.6
Female	15.5	14.3	6.1	19.8	15.0	46.4
Total	100.0	100.0	100.0	100.0	100.0	100.0
Also see Appendix Table B-23 (Age by Service and Gender).						
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2002.						

Marital Status. Although only 9 percent of first-time enlisted recruits are married, a large percentage of enlisted Servicemembers are (49 percent). By the end of the first term of service (typically four years), approximately 42 percent of male enlisted members have become married.⁷ Trends in marital status of active duty members are shown in Figure 3.6. The proportion of married enlisted members declined from FY 1977 (50 percent) to FY 1980 (47 percent). In FY 1981 the proportion began to increase until a peak of 57 percent in FY 1994. Since FY 1994, the proportion of married members has dropped to 49 percent in FY 2002. Marital status varies by Service. Air Force members are most likely to be married (56 percent), while Marines are least likely to be married (41 percent).

The percentages of FY 2002 Active Component enlisted married males and females are shown by Service in Table 3.5 and by age in Appendix Table B-24. Proportionally, more Servicemen were married than Servicewomen (50 and 42 percent, respectively). The only Service where these proportions are not evident is the Marine Corps where only 41 percent of both men and women are married. Similarly, more civilian men were married than civilian women (52 versus 50 percent, respectively). The proportion of married Servicemen was slightly smaller than married 18- to 44-year-old men in the civilian population (50 and 52 percent, respectively). The proportion of married Servicewomen was lower than that of women in the comparable civilian population (42 and 50 percent, respectively).

The percentage of married military women has changed significantly since FY 1973.⁸ Twenty-five years ago women constituted 2 percent of military members. Military women were not expected to be married; retention directives implicitly encouraged separation of married enlisted women. In FY 1973, 18 percent of military women were married, increasing to 36 percent in FY 1978 and to 42 percent in FY 2002.

⁷ Office of the Assistant Secretary of Defense (Personnel and Readiness), *Family Status and Initial Term of Service, Volume I—Summary* (Washington, DC: Office of the Assistant Secretary of Defense [Personnel and Readiness], December 1993).

⁸ Department of Defense, *Population Representation in the Military Services: Fiscal Year 1989* (Washington, DC: Office of the Assistant Secretary of Defense [Force Management and Personnel], July 1990).

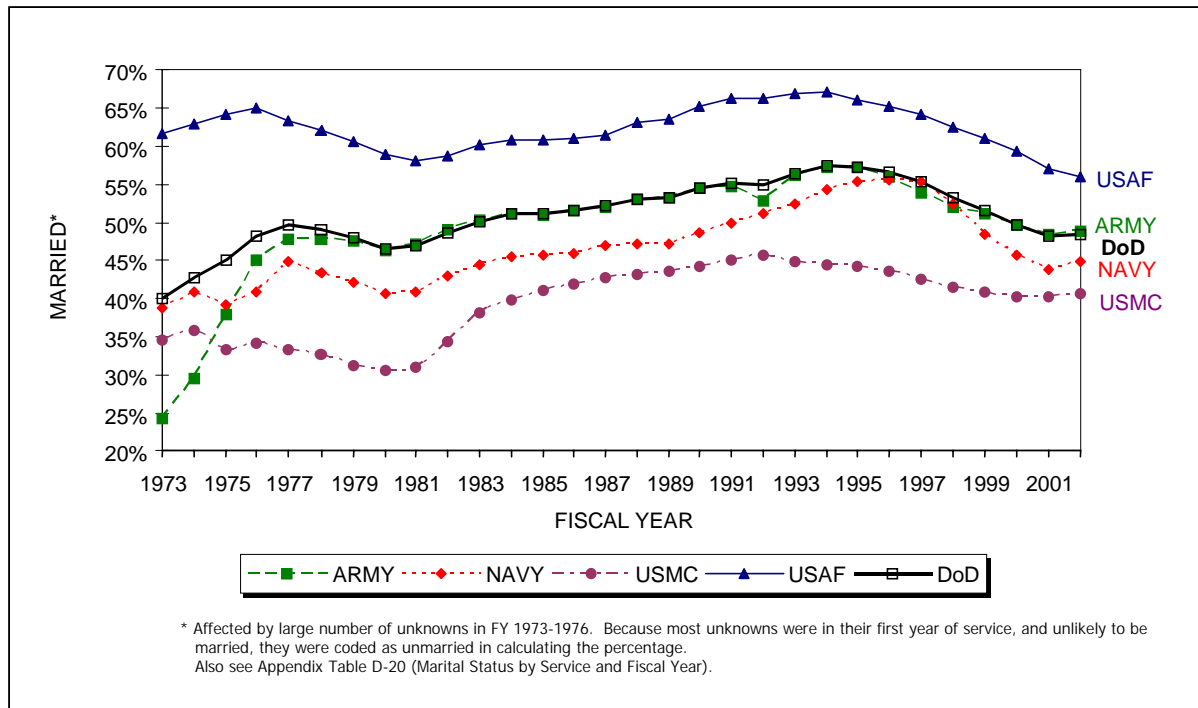


Figure 3.6. Percentage of Active Component enlisted members who were married, by Service, FYs 1973–2002.

Table 3.5. FY 2002 Active Component Enlisted Members Who Were Married, by Gender and Service, and Civilian Labor Force 18–44 Years Old (Percent)						
Gender	Army	Navy	Marine Corps	Air Force	DoD	18- to 44-Year-Old Civilians
Male	50.1	46.9	40.7	58.1	49.7	51.8
Female	42.6	33.1	41.2	47.0	41.5	49.8
Total	48.9	44.9	40.7	55.9	48.5	50.9

Also see Appendix Table B-24 (Age by Marital Status and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2002.

During and after the Persian Gulf War, questions were raised regarding the deployment of both parents in a dual-service marriage (i.e., a marriage wherein both husband and wife are military members). The proportion of members in each Service who are married and the proportion of those married who are members of a dual-service marriage are shown in Table 3.6.

Larger proportions of men than women are married, but significantly greater proportions of women are members of dual-service marriages (49 percent of married women versus 7 percent of married men; Table 3.6). The Marine Corps has the greatest variance, with 6 percent of married men but 66 percent of married women in dual-service marriages. Proportionally, more Air Force personnel are members of dual-service marriages (20 percent). Across the Services, 13 percent of enlisted members are in dual-service marriages.

Table 3.6. FY 2002 Active Component Enlisted Personnel Who Were Married, and in Dual-Service Marriages, by Gender and Service (Number and Percent)					
Gender	End-Strength	Married		Married Who Were In Dual-Service Marriages	
		Number	Percent	Number*	Percent**
ARMY					
Male	343,377	172,021	50.1	11,324	6.6
Female	62,806	26,756	42.6	11,214	41.9
Total	406,183	198,777	48.9	22,538	11.3
NAVY					
Male	278,208	130,502	46.9	5,559	4.3
Female	46,490	15,389	33.1	6,353	41.3
Total	324,698	145,891	44.9	11,912	8.2
MARINE CORPS					
Male	146,140	59,463	40.7	3,270	5.5
Female	9,459	3,897	41.2	2,555	65.6
Total	155,599	63,360	40.7	5,825	9.2
AIR FORCE					
Male	234,571	136,350	58.1	16,230	11.9
Female	57,957	27,263	47.0	15,914	58.4
Total	292,528	163,613	55.9	32,144	19.7
DoD					
Male	1,002,289	498,336	49.7	36,383	7.3
Female	176,712	73,305	41.5	36,036	49.2
Total	1,179,001	571,641	48.5	72,419	12.7
* There are some differences between the number of males and females reporting dual-service marriages.					
** These percentages reflect the proportion of married enlisted members who are married to a Servicemember. For example, 11,324 male Army enlisted personnel are in dual-service marriages. That is, 6.6 percent of married male Army enlisted members (172,021) are in dual-service marriages.					

Education. The majority of the enlisted force have high school diplomas (94 percent), as indicated in Table 3.7. In FY 2002, 97 percent of female and 94 percent of male enlisted personnel were high school diploma graduates (Tier 1). These results are very similar to FY 2001. Other trends that continue are that there were fewer people with no credentials in the military than in the civilian labor force (less than 1 percent versus 11 percent), and fewer people with college experience (10 percent versus 57 percent). This latter comparison is misleading because enlisted occupations are generally comparable to civilian occupations that do not require college degrees. Most military members with college degrees are officers (95 percent of officers have undergraduate or advanced degrees). The education levels of the officer corps are discussed in Chapter 4.

Table 3.7. FY 2002 Education of Active Component Enlisted Members, by Service, and Civilian Labor Force 18–44 Years Old (Percent)						
Education Level	Army	Navy	Marine Corps	Air Force	DoD ²	18- to 44-Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher	91.8	92.1	95.8	99.8	94.4	89.0
Tier 2: GED, Alternative Credentials	7.5	5.7	4.0	0.2	4.7	
Tier 3: No Credentials	0.7	2.2	0.3	0.1	0.9	11.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
College Experience ¹ (Part of Tier 1)	10.7	5.9	3.4	87.8	10.4	56.2
<p>* Civilian percentages combine Tiers 1 and 2.</p> <p>¹ Air Force data from the Air Force Personnel Center. Due to coding differences, the Air Force reports 15 semester hours of college, whereas the other Services report 2-year college graduates. Military data represent only enlisted members. Officers, who usually have college degrees, are not included. See Chapter 4 for a discussion of officers. Civilian college experience is defined as attendance, full- or part-time, in any 2- or 4-year college or university in a class for which credit may be applied toward a degree. Also see Appendix Table B-27 (Education by Service and Gender).</p> <p>² DoD percentages are based on DMDC data for all Services and do not reflect differences in data provided by Air Force Personnel Center data.</p> <p>Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2002.</p>						

The proportion of Army, Marine Corps, Navy, and Air Force high school diploma graduate enlisted members changed very little from FY 2001 to FY 2002 (92, 96, 92 and nearly 100 percent, respectively). Almost all Air Force members held diplomas (99+ percent). The Navy and Army have the largest proportion without at least a high school diploma (8 percent each). The Air Force had the smallest proportion (three-tenths of one percent).

The Services encourage enlisted members to continue their education while in the military. Many college-level classes and degree programs are offered on military installations around the world. A recent program, Army University Access Online, facilitates enrollment in college-level distance learning courses, assists soldiers in securing course credit for military training, and aids participants in earning degrees. In-service tuition assistance programs pay 75 percent of tuition costs. Members also can use the Montgomery GI Bill to cover the majority of the cost of off-duty college and technical courses.⁹ The investment in continuing education is a sound one. Enlisted personnel who used tuition assistance had higher promotion rates and stayed in the service longer than those who did not.¹⁰

Representation Within Occupations. Each Service classifies enlisted occupations using DoD occupational codes. At the most general level, there are 10 one-digit categories as shown in Table 3.8. Occupational codes get more specific, with two- and three-digit codes. The number of codes increases with each level of specificity.

⁹ Department of Defense, *Biennial Report to Congress on the Montgomery GI Bill Education Benefits Program* (Washington, DC: Office of the Assistant Secretary of Defense [Force Management Policy], May 2001); Memorandum from Alphonso Maldon, Jr., Assistant Secretary of Defense (Force Management Policy), Subject: Uniform Tuition Assistance Policy, April 4, 2000.

¹⁰ See Boesel, D. and Johnson, K., *The DoD Tuition Assistance Program: Participation and Outcomes* (Arlington, VA: Defense Manpower Data Center, May 1988).

Infantry, gun crews, and seamanship includes more than infantry. Enlisted personnel serving on gun crews and those serving in some ship-based occupations are included. Specific specialties include infantryman, special forces, tank crewman, gunner's mate, in-flight refueling, and quartermaster.

Electronic equipment repairers consists of those jobs requiring knowledge of electronics to maintain and repair electronic equipment. Jobs included are electronics technician, radio repairer, communication and navigation systems specialist, air traffic control radar technician, missile systems maintenance, and computer technician.

Communications and intelligence specialists includes personnel who operate electronic equipment, such as radios, and others specializing in communication or intelligence. For example, radioman, air traffic controller, linguist, and intelligence/counter-intelligence specialist all fall into this category.

Medical and dental specialists are health care workers. Types of occupations within this category include medical service specialist, aeromedical specialist, pharmacy specialist, and dental laboratory specialist.

Other allied specialists includes a variety of occupations, not captured by the other codes. Examples of specific jobs are photojournalist, cartographer, weather specialist, musician, and disaster preparedness specialist.

Functional support and administration encompasses positions related to administrative functions of the Services. Personnelman, recruiter, information management specialist, computer programmer, accounting specialist, traffic manager, and public affairs specialist are jobs included in this code.

Like electronic equipment repairers, electrical/mechanical equipment repairers are involved in maintenance and repair of Service-specific equipment. Compared to electronic equipment repairers, these jobs deal with more mechanical, less electronically-sophisticated maintenance and repair. Types of jobs in the electrical/mechanical equipment repair area are aviation safety specialist, aircraft mechanic, vehicle mechanic, nuclear weapons specialist, and electrician's mate.

Craftsmen includes the skilled blue collar trades. Types of positions include metal worker, crane operator, plumber, and electrician.

Service and supply handlers include food service specialists, vehicle operators, military police, parachute riggers, and morale, welfare, and recreation specialists.

Non-occupational personnel are those who have not completed training for an occupation or who are unable to serve in the position for which they have been trained. Patients, prisoners, students, and recruits are included in this category.

The percentages of enlisted personnel by occupational area in FY 2002 are shown in Table 3.8. No shifts in the occupational distribution of the force occurred this year. The majority of enlisted members serve in electrical/mechanical equipment repair (21 percent), infantry, gun crews, and seamanship (17 percent), or functional support and administration (16

percent). These occupational areas have been predominant in the Armed Services at least since FY 1976, the earliest year for which reliable data are available.¹¹

Table 3.8. FY 2002 Occupational Areas of Active Component Enlisted Personnel by Gender (Percent)				
Occupational Code and Area		Males	Females	Total DoD
0	Infantry, Gun Crews, and Seamanship Specialists	18.8	5.0	16.7
1	Electronic Equipment Repairers	10.0	6.1	9.4
2	Communications and Intelligence Specialists	9.2	10.0	9.3
3	Medical and Dental Specialists	5.2	15.3	6.7
4	Other Allied Specialists	2.7	3.1	2.8
5	Functional Support and Administration	12.9	33.1	16.0
6	Electrical/Mechanical Equipment Repairers	22.5	8.7	20.5
7	Craftsmen	4.1	1.8	3.7
8	Service and Supply Handlers	8.5	10.5	8.8
9	Non-occupational*	6.2	6.4	6.2
Total		100.0	100.0	100.0
Columns may not add to total due to rounding.				
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.				
See Appendix Tables B-29 (Occupational Area by Service and Gender) and B-30 (Occupational Area by Service and Race/Ethnicity).				

Only modest changes are predicted in work characteristics of military occupations in the next ten years. Thus, the knowledge, skills, and characteristics required of military personnel are not likely to change substantially. Where changes are expected, they result from increasingly sophisticated technology of military equipment.¹²

The assignment of enlisted personnel to military occupations depends on eligibility (determined by ASVAB scores and sometimes other tests or requirements), individual preference, and the availability of openings. As part of the occupational classification process, the military uses aptitude composites made up of ASVAB test scores related to occupations. The composites vary by Service, and are developed empirically to predict the probability of training success.

Men tend to score higher than women on the ASVAB tests in the mechanical and electronics composites, while women tend to do better on administrative measures. On average, Whites have higher test scores than Hispanics and “Other” minorities, who in turn have higher scores than Blacks. Within each demographic group, there is wide variation in ASVAB test scores, and most recruits qualify for a number of occupations. The recruits' preferences and the availability of openings for which they are qualified determine the occupations to which individuals are assigned.

¹¹ Gribben, M., *Trends in Distribution of Military Personnel Across Occupational Categories*, paper presented to the Committee on the Youth Population and Military Recruitment of the National Academy of Sciences, Washington, DC, May 2001.

¹² Levy, D.G., Thie, H.J., Robbert, A.A., Naftel, S., Cannon, C., Ehrenberg, R., and Gershwin, M., *Characterizing the Future Defense Workforce* (Santa Monica, CA: RAND Corporation, 2001).

Women and occupational assignments. The major shift that has occurred in assignment patterns for women in the last two decades has been to increase their presence in "non-traditional" jobs. In the early 1970s only about 12 percent of enlisted women served in areas considered non-traditional (gun crews, communications, craftsmen, etc.). In FY 2002, however, 45 percent of all enlisted women were in these occupations.

Women are ineligible for infantry and other positions in which the primary mission is to physically engage the enemy.¹³ However, women can serve on aircraft and ships engaged in combat. In FY 2002, 5 percent of enlisted women were in occupational code 0 (infantry, gun crews, and seamanship specialists). The percentage of enlisted men in these occupations was nearly four times that of enlisted women because of the direct ground combat exclusion policy for women.

The occupational differences by gender are illustrated in Table 3.8. In FY 2002, almost half of enlisted women were in functional support and administration or health care occupations (33 percent in administration and 15 percent in healthcare). In contrast, only 18 percent of enlisted men were in these occupations. This shows that although the percentages of women in the technical and craftsmen occupations are greater now than when women first joined the military, men continue to account for the preponderance of enlisted personnel in these areas.

Minorities and occupational assignments. In FY 2002, the proportions of Black, White, and Hispanic Servicemembers were similar in three of the nine occupational areas—medical and dental specialists, other allied specialists, and craftsmen (Table 3.9). In electronic equipment repair, where the proportions of Blacks, Hispanics, and "Others" were very similar, the proportion of Whites was higher. The proportions of Hispanics, "Others," and Whites were approximately the same in service and supply handlers, and were lower than Blacks. In electrical/mechanical equipment repair, Whites, Hispanics, and "Others" were similar and were higher than Blacks. Blacks were more heavily represented in the functional support and administration area and, to a lesser extent, the service and supply area.

Pay Grade. Enlisted pay grades, E1 to E9, correspond to the ranks of Private in the Army and Marine Corps, Seaman Recruit in the Navy, and Airman Basic in the Air Force through Sergeant Major in the Army and Marine Corps, Master Chief Petty Officer in the Navy, and Chief Master Sergeant in the Air Force. Enlisted personnel in grades E1 and E2 are trainees. Members in pay grades E3 and E4 are at the apprentice level, working under journeymen, who are at pay grades E5 and E6. Supervisor positions are at pay grades E7 through E9. Soldiers, marines, and airmen at pay grades E5 and above and some at E4 are noncommissioned officers (NCOs), with demonstrated ability in the job and as a leader. In the Navy, those at pay grades E4 and above are petty officers, with leadership responsibilities. Servicemembers in NCO and petty officer positions are required to lead, supervise, and train entry-level enlisted personnel. They perform the work as well as direct the work of others.

¹³ Memorandum from Les Aspin, Secretary of Defense, Subject: Direct Ground Combat Definition and Assignment Rule, January 13, 1994.

Table 3.9. FY 2002 Occupational Areas of Active Component Enlisted Personnel by Race/Ethnicity (Percent)					
Occupational Code and Area		White	Black	Hispanic	Other
0	Infantry, Gun Crews, and Seamanship Specialists	18.5	11.7	18.0	14.5
1	Electronic Equipment Repairers	10.7	7.0	7.9	7.9
2	Communications and Intelligence Specialists	10.2	8.2	7.7	6.9
3	Medical and Dental Specialists	5.6	8.2	7.5	10.6
4	Other Allied Specialists	3.1	2.4	2.4	2.3
5	Functional Support and Administration	11.7	26.8	17.7	17.9
6	Electrical/Mechanical Equipment Repairers	22.3	15.4	19.4	21.8
7	Craftsmen	4.0	3.1	3.3	3.8
8	Service and Supply Handlers	7.4	12.6	9.0	8.5
9	Non-occupational*	6.7	4.6	7.2	5.9
Total		100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.					
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.					
Also see Appendix Tables B-29 (Occupational Area by Service and Gender) and B-30 (Occupational Area by Service and Race/ Ethnicity).					

More than half of the enlisted force is in pay grades E1 through E4 (53 percent). Grades E4 and E5 have the largest concentration of the enlisted force (21 percent each). This distribution is necessary to provide a sufficient number of trained leaders to fill the higher ranks; not all personnel in the lower ranks reenlist and progress to the higher grades. There are slight variations among racial/ethnic groups (Table 3.10) as well as differences between male and female enlisted members (Table 3.11).

A comparison of pay grade distributions by race/ethnicity shows differences in retention. Blacks traditionally have higher retention rates than other racial/ethnic groups, resulting in a larger percentage of Black enlisted members at pay grades E6 through E8. In contrast, Hispanic enlisted members are found more in lower grades (E1 through E4).

Table 3.10. FY 2002 Pay Grade of Active Component Enlisted Members, by Race/Ethnicity (Percent)					
Pay Grade	White	Black	Hispanic	Other	Total DoD
E1	5.8	4.4	6.8	4.8	5.5
E2	8.1	6.4	9.4	7.5	7.8
E3	18.8	16.8	22.2	17.9	18.6
E4	20.5	20.7	24.7	22.8	21.1
E5	20.4	21.2	19.8	21.4	20.6
E6	14.4	16.5	10.1	14.4	14.4
E7	8.7	10.3	5.1	8.3	8.7
E8	2.3	2.7	1.4	2.1	2.3
E9	0.9	1.0	0.5	0.9	0.9
Unknown	*	*	*	*	*
Total	100.0	100.0	100.0	100.0	100.0
*Less than one tenth of one percent. Columns may not add to total due to rounding. Also see Appendix Table B-47 (Active Component by Pay Grade and Race/Ethnicity.)					

Table 3.11. FY 2002 Pay Grade of Active Component Enlisted Personnel, by Gender (Percent)			
Pay Grade	Male	Female	Total DoD
E1	5.5	5.4	5.5
E2	7.7	8.3	7.8
E3	18.1	21.8	18.6
E4	20.4	25.0	21.1
E5	20.4	21.5	20.6
E6	15.1	10.4	14.4
E7	9.2	5.6	8.7
E8	2.5	1.4	2.3
E9	1.0	0.5	0.9
Unknown	*	*	*
Total	100.0	100.0	100.0
*Less than one tenth of one percent. Columns may not add to total due to rounding. Also see Appendix Table B-46 (Active Component by Pay Grade and Gender).			

As shown in Table 3.11, 61 percent of enlisted women are in pay grades E1 to E4, while only 52 percent of enlisted men are in these grades. The primary reason for the difference by gender is lower retention rates among enlisted women.

Chapter 4

ACTIVE COMPONENT OFFICERS

The commissioned officer corps is the senior leadership and management of the Armed Forces. This chapter presents a view of the demographic and social characteristics of the FY 2002 Active Component commissioned officer corps, including separate information regarding newly commissioned officers (i.e., those officers entering the corps for the first time, also known as officer accessions).¹ Also highlighted are longitudinal changes among officers. Figure 4.1 illustrates the trend in Active Component officer strength by Service since 1973. Supporting data are provided in Appendix Table D-25.

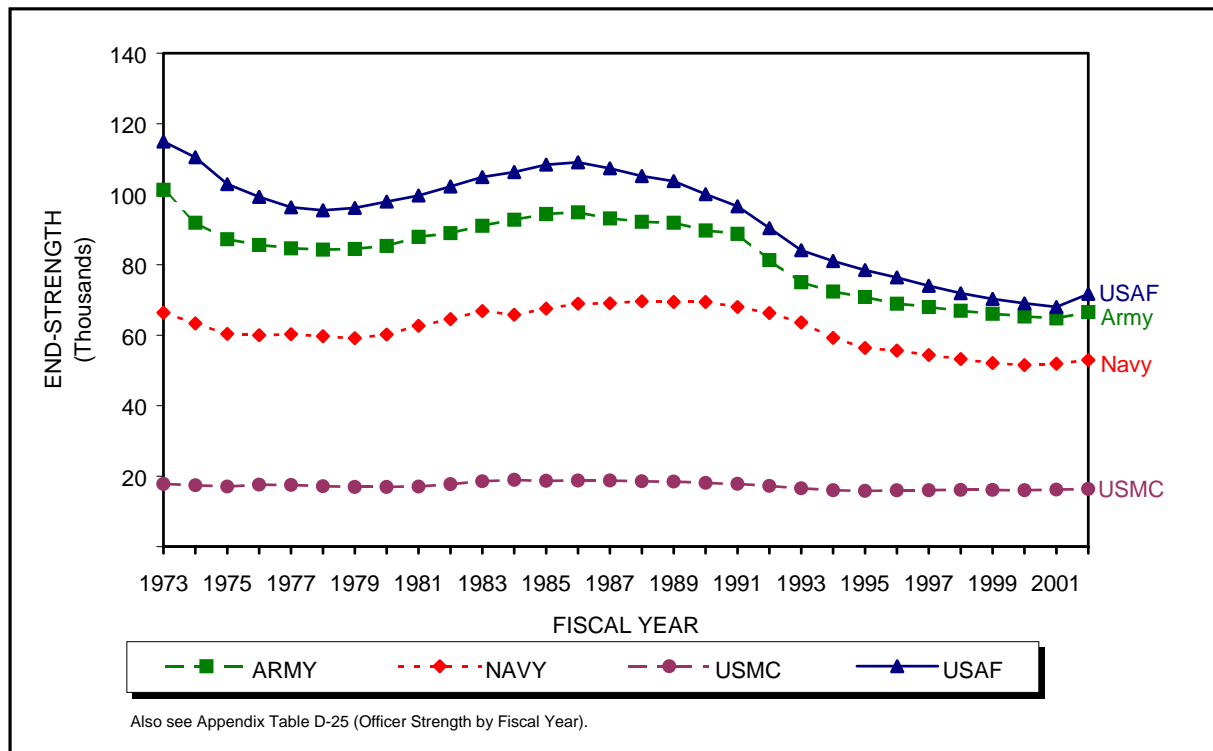


Figure 4.1. Active Component officer end-strength, by Service, FYs 1973–2002.

These data depict two drawdowns and one buildup in the Active Component officer corps. The changes in military strength can be attributed, at least partially, to changes in the world situation. The first decline, in the 1973 to 1979 period, occurred during the demobilization following the end of the Vietnam Conflict. The defense buildup of the 1980s was generated by the escalation of the Cold War, and the second drawdown resulted from the fall of communism and the end of the Cold War. FY 2002 saw a reversal in the trend of a smaller Active Component officer corps, and the first increase in the number of officers since 1986.

¹ Data are for commissioned officers; warrant officers are excluded. A brief sketch of warrant officers is presented at the end of this chapter.

The overall number of individuals commissioned by the Services increased approximately 22 percent in FY 2002, with 21,518 newly commissioned officers. (Figure 4.2). This level represents the highest number of accessions since FY 1989.

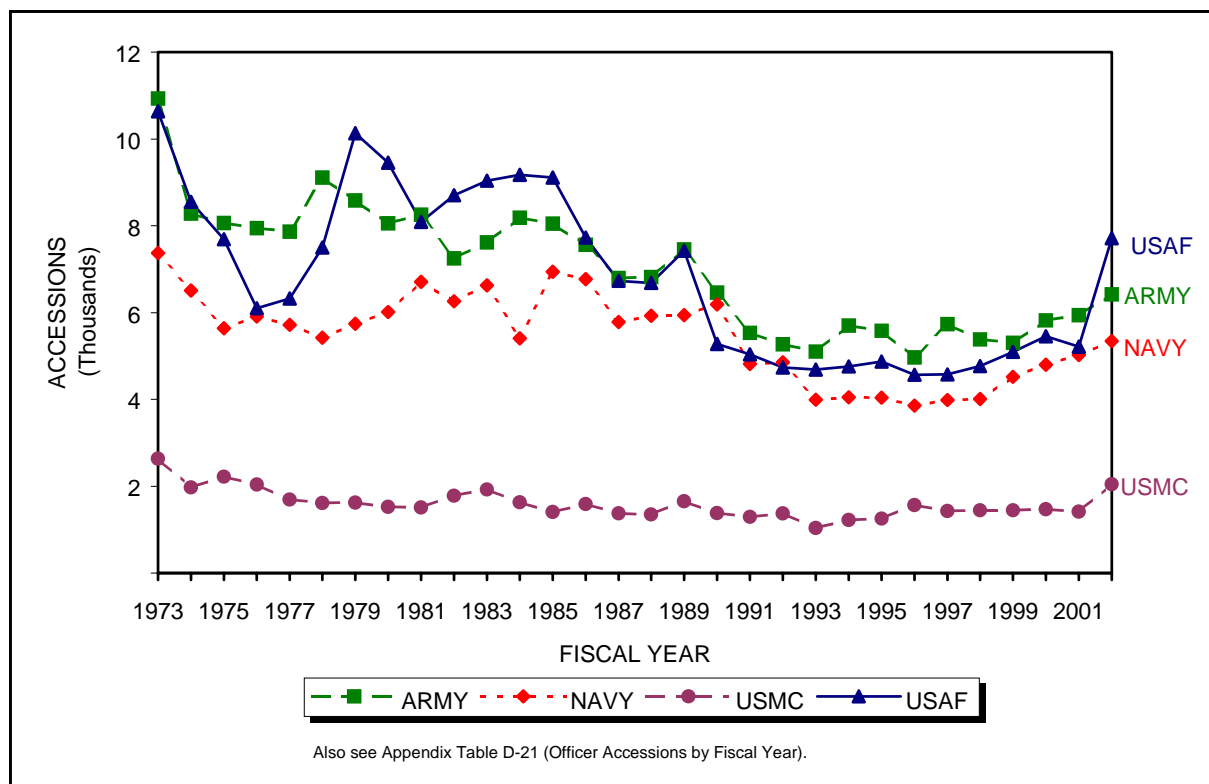


Figure 4.2. Active Component officer accessions, by Service, FYs 1973–2002.

Characteristics of Active Component Officers

Table 4.1 shows the number and percentage of FY 2002 Active Component officer accessions and officers by Service. In total personnel, the Army is the largest Service, but the Air Force has the highest commissioned officer content. The Air Force had 71,687 active duty officers in contrast to the Army's 66,583. This variation in force structure reflects differences in mission requirements (e.g., number of pilots) of the two Services.

The Air Force also had the highest number of Active Component officer accessions in FY 2002. This is the first time since 1986 that the Air Force exceeded the Army in this regard.

Table 4.1. FY 2002 Active Component Officer Accessions and Officer Corps (Number and Percent) ¹				
Service	Active Component Officer Accessions		Active Component Officer Corps	
	Number	Percent	Number	Percent
Army	6,423	29.8	66,583	32.1
Navy	5,340	24.8	52,961	25.5
Marine Corps	2,042	9.5	16,402	7.9
Air Force	7,713	35.8	71,687	34.5
Total	21,518	100.0	207,633	100.0
Columns may not add to total due to rounding.				
¹ Number of active component officer corps (end-strength) reflects commissioned officers only (it excludes warrant officers).				
Also see Tables D-21 (Officer Accessions by Fiscal Year) and D-25 (Officer Strength).				

Pay Grade. The commissioned officer corps is divided into 10 pay grades (O-1 through O-10). Officers in pay grades O-1 through O-3 are considered company grade officers. In the Army, Marine Corps, and Air Force, these pay grades correspond to the ranks of second lieutenant (O-1), first lieutenant (O-2), and captain (O-3), and in the Navy, ensign, lieutenant junior grade, and lieutenant. Officers in the next three pay grades (O-4 through O-6) are considered field grade officers. In the Army, Marine Corps, and Air Force, these pay grades correspond to the ranks of major (O-4), lieutenant colonel (O-5), and colonel (O-6), and in the Navy, lieutenant commander, commander, and captain. The highest four pay grades are reserved for general officers in the Army, Marine Corps, and Air Force, and flag officers in the Navy. The ranks associated with each pay grade are as follows: in the Army, Marine Corps, and Air Force, brigadier general (O-7), major general (O-8), lieutenant general (O-9), and general (O-10); in the Navy, rear admiral-lower half, rear admiral-upper half, vice admiral, and admiral.

As Table 4.2 shows, the force structure of the officer corps is that of a pyramid with the company grade officers making up the broad base (59 percent of officers in FY 2002), followed by field grade officers representing the narrower middle (40 percent of officers in FY 2002), and general/flag officers representing the pinnacle (less than 1 percent of officers in FY 2002). This pay grade distribution is influenced not only by the military's emphasis on youth and fitness, but also by the choices and competition engendered by "up or out" career progression policies.

Source of Commission. The criteria for the selection of potential officers for commissioning include age, U.S. citizenship, physical fitness, moral character, education, and cognitive ability. Given that officers form the military's leadership and professional echelon and that financial investment in officer education programs is high, the selection standards are quite stringent.²

² See Eitelberg, M.J., Laurence, J.H., and Brown, D.C., "Becoming Brass: Issues in the Testing, Recruiting, and Selection of American Military Officers," in B.R. Gifford and L.C. Wing (Eds.), *Test Policy in Defense: Lessons from the Military for Education, Training, and Employment* (Boston: Kluwer Academic Publishers, 1991).

Table 4.2. FY 2002 Active Component Officer Corps, by Rank/Pay Grade and Service (Percent)						
Rank*	Pay Grade	Army	Navy	Marine Corps	Air Force	DoD
Second Lieutenant (Ensign)	O-1	12.7	14.5	14.3	14.2	13.8
First Lieutenant (Lieutenant Jr. Grade)	O-2	13.4	13.8	18.7	12.0	13.5
Captain (Lieutenant)	O-3	33.2	31.7	31.1	31.6	32.1
Major (Lieutenant Commander)	O-4	21.5	19.6	20.9	21.8	21.1
Lieutenant Colonel (Commander)	O-5	13.2	13.4	10.8	14.8	13.6
Colonel (Captain)	O-6	5.5	6.6	3.8	5.3	5.6
Brigadier General (Rear Admiral - Lower Half)	O-7	0.2	0.2	0.2	0.2	0.2
Major General (Rear Admiral - Upper Half)	O-8	0.2	0.1	0.2	0.1	0.1
Lieutenant General (Vice Admiral)	O-9	0.1	0.1	0.1	0.1	0.1
General (Admiral)	O-10	**	**	**	**	**
Total		100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. * Ranks in parenthesis are Navy designations. ** Less than one-tenth of one percent. Also see Appendix Table B-48 (Pay Grade by Gender and Service).						

A 4-year college degree, while not a universal prerequisite for commissioning, is necessary for continued service in the military. To this end, two of the primary commissioning programs, the Service academies and the Reserve Officers Training Corps (ROTC), are administered in conjunction with an individual's academic preparation. The United States Military Academy (USMA), the United States Naval Academy (USNA), and the United States Air Force Academy (USAFA) each offer room, board, medical and dental care, salary, and tuition throughout a 4-year undergraduate program of instruction leading to a baccalaureate degree.³ Located at numerous undergraduate colleges and universities throughout the country, ROTC has both scholarship and non-scholarship options.⁴

The two remaining primary commissioning programs, Officers Candidate/Training School (OCS/OTS) and Direct Commissioning, are designed almost exclusively for individuals who already possess at least a baccalaureate degree. OCS/OTS exists as a rather quick

³ There is no separate academy for the Marine Corps, but a percentage of each Naval Academy graduating class pledges to become Marine Corps officers.

⁴ Non-scholarship ROTC is not without benefits. There is a subsistence allowance upon progress to advanced training.

commissioning source for college graduates who did not receive military training or indoctrination as part of their undergraduate education. This source also provides a means for high-potential enlisted personnel to earn a commission. Direct commissions, with a minimum of military training, are offered to professionals in fields such as law, medicine, and the ministry. Because of their advanced degrees and/or work experience, officers directly appointed are often commissioned at ranks higher than the customary second lieutenant or ensign. There are other specialized commissioning sources that, together with the primary programs, ensure that the Services have access to a number of different pools of personnel with diverse skills.

Table 4.3 highlights the flexibility in officer procurement afforded by the alternative commissioning programs. The largest proportion of FY 2002 officer accessions (33 percent) came through ROTC programs—with a roughly equal split between those receiving scholarships (48 percent) and those who did not (52 percent). Direct appointments and academy graduates accounted for 11 percent and 15 percent of incoming officers, respectively. OCS/OTS produced about 29 percent of FY 2002 Active Component officer accessions.

Table 4.3. FY 2002 Source of Commission of Active Component Officer Accessions and Officer Corps, by Service (Percent)					
Source of Commission	Army	Navy	Marine Corps	Air Force	DoD
ACTIVE COMPONENT OFFICER ACCESSIONS					
Academy	16.9	17.1	9.3	13.7	15.1
ROTC–Scholarship	32.9	16.7	1.9	4.0	15.6
ROTC–No Scholarship	14.2	1.6	0.0	34.6	17.0
OCS/OTS	17.1	25.1	78.2	30.0	29.5
Direct Appointment	4.0	20.6	0.4	13.4	11.2
Other *	14.8	18.3	10.0	4.3	11.5
Unknown	0.1	0.5	0.2	**	0.2
Total	100.0	100.0	100.0	100.0	100.0
ACTIVE COMPONENT OFFICER CORPS					
Academy	16.3	19.2	12.3	19.0	17.7
ROTC–Scholarship	36.3	18.2	13.8	19.8	24.2
ROTC–No Scholarship	21.0	2.2	0.0	22.3	15.0
OCS/OTS	10.3	22.2	65.1	21.3	21.4
Direct Appointment	8.2	21.0	1.3	16.8	13.9
Other *	7.9	17.3	7.6	0.9	7.8
Unknown	0.1	0.0	0.0	0.0	**
Total	100.0	100.00	100.00	100.00	100.00
Columns may not add to total due to rounding.					
* Includes officers trained in one Service and accessed into another (primarily Marine Corps).					
** Less than one-tenth of one percent.					
Also see Appendix Tables B-40 (Active Component Officer Accessions by Source of Commission, Service, and Gender) and B-41 (Active Component Officer Corps by Source of Commission, Service, and Gender).					

The Services differ in their reliance on the various commissioning sources. For example, 78 percent of the Marine Corps' newly commissioned officers came through OCS-type pipelines, while comparable figures for the other Services were between 17 and 30 percent. Fewer than one percent of Marine Corps officer accessions were recipients of direct commissions compared

to 21 percent in the Navy. In fact, the Marine Corps does not have a Service academy or ROTC program. Midshipmen at the Naval Academy and in the Navy's ROTC program can opt to enter the Marine Corps upon program completion. The Marine Corps relies on the Navy for officers in medical and dental specialties and chaplains, thereby lowering its need for direct commissioning. The Service differences are probably influenced by retention rates, budget considerations, and historical fluctuations in officer recruiting needs.

Age. As shown in Table 4.4, officers, on average, tend to be older than enlisted personnel. Upon commissioning in FY 2002, the average officer was nearly 28 years old in contrast to 20 years old for the average enlisted accession. The mean age of all active officers was 34 years, while that of enlisted members was 27 years. The mean age of officer accessions varies by source of commission. In FY 2002, the average age of newly commissioned officers ranged from less than 24 years for Service academy graduates to nearly 32 years for officers accessed through direct appointment.⁵

Table 4.4. FY 2002 Mean Age of Active Component Officer Accessions and Officer Corps in Comparison to Enlisted Personnel		
	Officers	Enlisted
Active Component Accessions	27.7	20.1
Active Component Force	34.3	27.0
Also see Appendix Table B-31 (Age by Service).		

Figures 4.3 and 4.4 (together with Appendix Table B-31) highlight the military's emphasis on youth. The importance of youth is particularly salient in the Marine Corps, in which approximately 14 percent of newly commissioned officers were 31 or older. In contrast, the proportion of officer accessions in this age range was 24 percent in the Army, 28 percent in the Navy, and 29 percent in the Air Force. The rigorous physical demands and rapid deployment of Marines, and this Service's absence of officers in medical and ministry fields, no doubt are related to the relative youth of Marine Corps officers.

Figure 4.5 shows that FY 2002 broke the recent trend of increasing average age and time in service for the officer corps. The average officer age remained nearly constant at somewhat over 34 years in FY 2002, as did the average time in service at slightly less than 11 years. The trends in age and tenure of the officer corps reflect the transition from a period of drawdown to a period of stability in the size of the force.

⁵ Data from Defense Manpower Data Center.

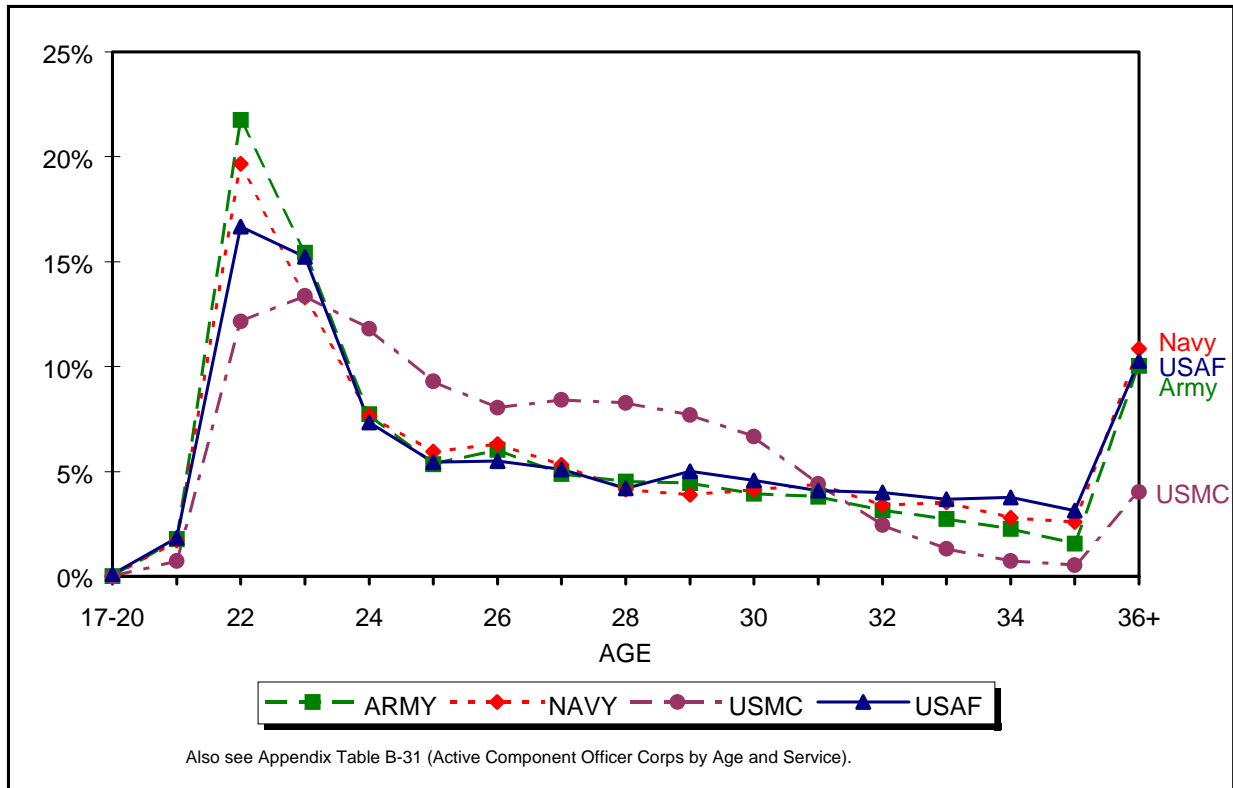


Figure 4.3. Age of FY 2002 Active Component officer accessions, by Service.

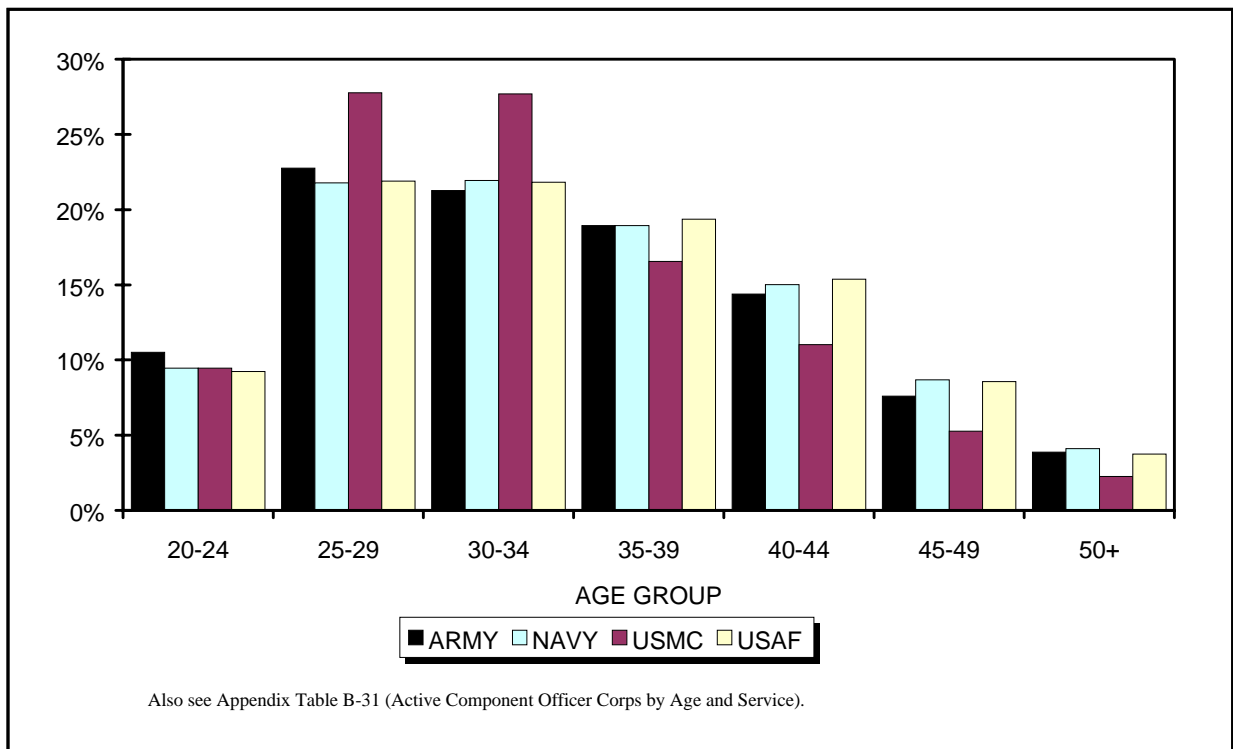


Figure 4.4. Age of FY 2002 Active Component officer corps, by Service.

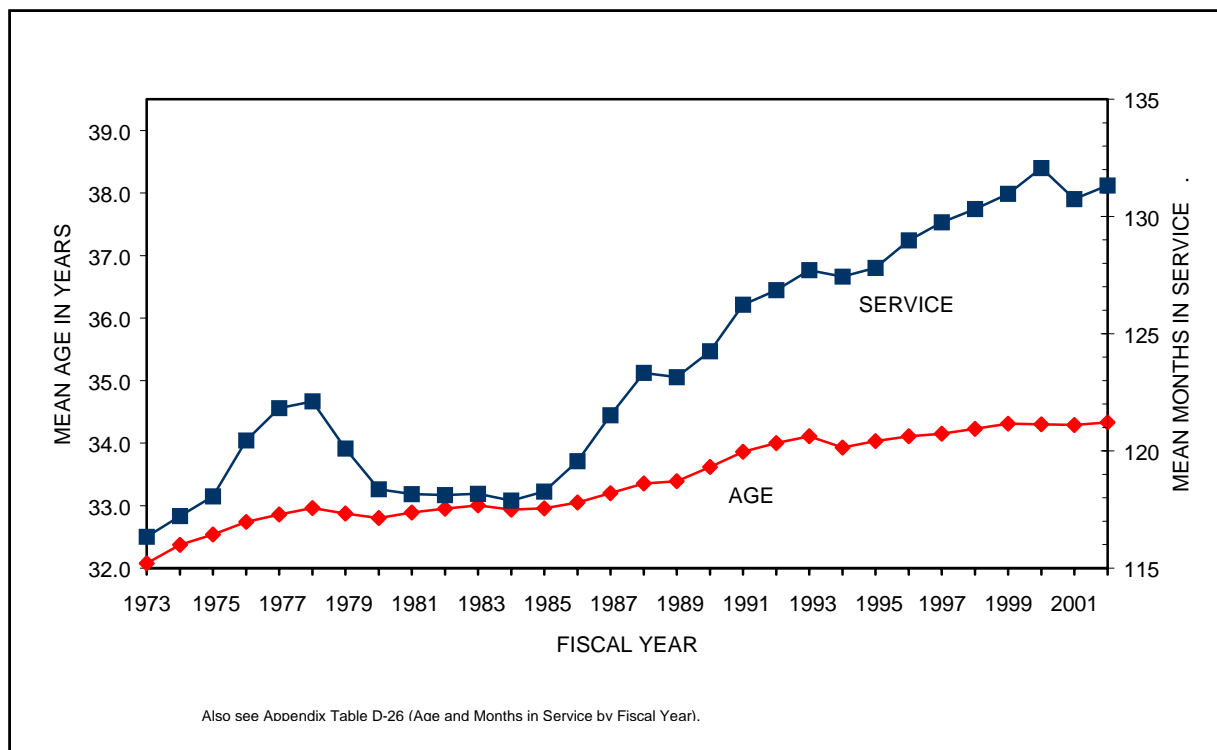


Figure 4.5. Active Component officers' mean years of age and months of service, FYs 1973–2002.

Race/Ethnicity. The percentages of minorities among newly commissioned officers and the Active Component officer corps are shown in Table 4.5. In FY 2002, 21 percent of entering officers were minorities—Blacks, Hispanics, and “Others” (e.g., Native Americans, Asians, and Pacific Islanders)—and over 17 percent of all commissioned officers on active duty were members of minority groups. The Air Force had the smallest proportion of minority officer accessions at 17 percent, and the Army had the largest at nearly 28 percent. The most populous minority group, Blacks, represented approximately 9 percent of officer accessions and over 8 percent of all active duty officers.

Over the last few years the focus on minority representation within the officer corps has increased. Concern stems from the appearance of underrepresentation among officers in stark contrast to the trends for the enlisted ranks. A number of factors contribute to the seeming underrepresentation of Blacks and Hispanics (though not “Other” minorities) in the officer corps. For reasons too complicated to dissect within this report, minorities disproportionately suffer from poverty and disorderly learning environments.⁶ These risk factors take their toll in the form of lower college enrollment and graduation rates, and, on average, lower achievement than other population groups. Although test score trends have improved for minorities over the past two decades, large average differences compared to Whites remain. For example, the mean verbal SAT scores for college-bound seniors in 2002 were 527 for Whites and 430 for Blacks; mean

⁶ See Smith, T.M., *The Educational Progress of Black Students* (Washington, DC: U.S. Department of Education, Office of Educational Research and Improvement, May 1996).

math scores were 533 for Whites and 427 for Blacks.⁷ In light of these and other factors (e.g., fierce labor market competition for college-educated minorities),⁸ minority representation among officer accessions appears rather equitable when compared to the 21- to 35-year-old civilian population of college graduates which stands at 7.9 percent Black, 5.8 percent Hispanic, and 10.2 percent “Other.” Blacks are slightly overrepresented among officer accessions, while Hispanics and “Other” minorities are slightly underrepresented.

Table 4.5. FY 2002 Active Component Minority Officer Accessions and Officer Corps, by Service (Percent)					
Minority	Army	Navy	Marine Corps	Air Force	DoD
ACTIVE COMPONENT OFFICER ACCESSIONS					
Black	12.8	7.5	6.0	8.0	9.1
Hispanic	6.0	5.9	7.4	3.6	5.2
Other	8.9	6.9	5.4	5.0	6.7
Total Minority Officer Accessions	27.7	20.3	18.8	16.6	21.0
ACTIVE COMPONENT OFFICER CORPS					
Black	12.1	6.9	6.4	6.7	8.5
Hispanic	4.5	4.9	5.5	2.8	4.1
Other	6.3	5.3	3.5	3.7	4.9
Total Minority Officers	22.9	17.1	15.4	13.2	17.5
Columns may not add to total due to rounding. “Other” includes Native Americans, Asians, and Pacific Islanders. Also see Appendix Table B-34 (Race/Ethnicity by Service).					

Academic achievement differences factor into the divergent racial/ethnic distributions across the commissioning sources as shown in Tables 4.6 and 4.7. Across racial/ethnic groups, the highest proportion of officer accessions were commissioned through OCS/OTS, while non-scholarship ROTC programs were the next most used avenue for all but “other” minorities. White officers were more likely to have attended one of the academies, while slightly higher proportions of each minority group took part in an ROTC program through which they received a scholarship. Finally, “other” racial/ethnic officers were the most likely to receive a direct appointment. For the overall Active Component officer corps in FY 2002, Black officers were less likely to have attended a Service academy, but more likely to have graduated from an ROTC program. Among the FY 2002 officer corps, “Other” minorities were more likely than other groups to have entered with a direct appointment or by another commissioning source. Hispanic officers were more likely to have entered the officer corps through OCS/OTS.

⁷ See U.S. Department of Education, *Digest of Education Statistics 2002* (NCES 2003-060) (Washington, DC: National Center for Education Statistics, 2002), Table 133.

⁸ See Eitelberg, M.J., Laurence, J.H., and Brown, D.C., “Becoming Brass: Issues in the Testing, Recruiting, and Selection of American Military Officers,” in B.R. Gifford and L.C. Wing (Eds.), *Test Policy in Defense: Lessons from the Military for Education, Training, and Employment* (Boston: Kluwer Academic Publishers, 1991).

Table 4.6 FY 2002 Source of Commission of Active Component Officer Accessions, by Race/Ethnicity and Gender (Percent)						
Source of Commission	White	Black	Hispanic	Other	Male	Female
Academy	16.1	9.2	10.9	13.9	16.1	10.9
ROTC–Scholarship	15.2	16.3	17.2	17.5	14.9	18.6
ROTC–No Scholarship	16.4	21.2	22.8	14.1	16.6	19.0
OCS/OTS	29.7	31.2	32.7	22.5	31.7	20.2
Direct Appointment*	11.4	8.6	7.5	14.7	9.4	18.6
Other**	10.9	13.5	8.7	17.3	11.2	12.7
Unknown	0.2	0.0	0.2	0.1	0.2	0.1
Total	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. * Females accessed through direct appointment are primarily health care professionals. ** Includes officers trained in one Service and accessed into another (primarily Marine Corps). Also see Appendix Tables B-40 (Source of Commission by Service and Gender) and B-42 (Source of Commission by Service and Race/Ethnicity).						

Table 4.7. FY 2002 Source of Commission of Active Component Officer Corps, by Race/Ethnicity and Gender (Percent)						
Source of Commission	White	Black	Hispanic	Other	Male	Female
Academy	18.5	10.7	16.4	17.3	18.8	11.5
ROTC–Scholarship	24.4	24.4	21.6	21.7	24.3	23.4
ROTC–No Scholarship	14.1	22.8	18.2	13.5	15.4	13.1
OCS/OTS	21.4	20.8	26.2	18.4	22.6	15.2
Direct Appointment*	13.9	13.0	11.0	17.7	11.1	28.6
Other**	7.6	8.5	6.6	11.4	7.8	8.2
Unknown	***	***	***	***	***	***
Total	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. * Females accessed through direct appointment are primarily health care professionals. ** Includes officers trained in one Service and accessed into another (primarily Marine Corps). *** Less than one-tenth of one percent. Also see Appendix Tables B-41 (Source of Commission by Service and Gender) and B-43 (Source of Commission by Service and Race/Ethnicity).						

The Department of Defense is actively looking into issues affecting minority officer recruitment, performance, promotion, and retention in keeping with its track record of dedication to equal opportunity. The Services have programs designed to increase minority participation in the officer corps. In addition to academy preparatory schools, ROTC programs have a considerable presence at Historically Black Colleges and Universities (HBCUs) and there are Army ROTC units placed at predominantly Hispanic institutions. Furthermore, there are incentive and preparation programs aimed at boosting the presence of minorities within ROTC programs and the officer corps.

Targeted recruiting programs, together with a focus on equal opportunity once commissioning takes place, have contributed to increased representation of minorities (especially Blacks) within the officer corps over the years (see Appendix Tables D-22, D-23, D-27, and D-28). The 9.1 percent of Blacks, for example, among officer accessions in FY 2002 compares favorably with figures from one and two decades ago (1992: 6.8 percent; 1982: 6.2 percent).

Although relatively stable between 2001 and 2002, accession trends have been contributing to greater minority strength levels in the total officer corps. For example, Blacks comprised nearly 6 percent of all active duty officers in FY 1982, just over 7 percent in FY 1992, and over 8 percent by the end of FY 2002. The lagging long-term minority progress seen through the Active Component officer percentages, relative to the near-term success seen among officer accessions, is mirrored in the pay grade distribution differences by minority status as shown in Table 4.8.

Table 4.8. FY 2002 Pay Grade ¹ of Active Component Officers, by Service and Race/Ethnicity (Percent)					
Race/Ethnicity and Pay Grade	Army	Navy	Marine Corps	Air Force	DoD
O-1 through O-3					
White	74.4	79.6	81.9	85.3	80.0
Black	12.5	8.0	7.1	7.3	9.1
Hispanic	5.4	6.0	6.8	3.1	4.9
Other	7.7	6.4	4.2	4.4	6.0
Total	100.0	100.0	100.0	100.0	100.0
O-4 through O-6					
White	80.8	87.8	89.4	88.9	86.1
Black	11.6	5.3	5.2	5.9	7.5
Hispanic	3.3	3.3	3.2	2.4	3.0
Other	4.3	3.6	2.3	2.8	3.5
Total	100.0	100.0	100.0	100.0	100.0
O-7 through O-10					
White	88.3	95.4	91.4	93.4	91.9
Black	8.1	2.8	7.4	4.7	5.7
Hispanic	2.0	1.4	1.2	1.1	1.5
Other	1.6	0.5	0.0	0.7	0.9
Total	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.					
¹ Excludes those with unknown rank/pay grade.					
Also see Appendix Table B-49 (Active Component Officer Corps by Pay Grade, Service, and Race/Ethnicity).					

The racial/ethnic makeup of the lower grades (O-1 through O-3) fairly closely mimics that of officer accessions. Minorities comprise 20 percent of company grade officers, compared to 21 percent of officer accessions. However, higher grades are more predominantly occupied by whites. Minorities represent 14 percent of field grade officers and approximately 8 percent of general or flag officers. Some of these differences are undoubtedly a byproduct of the improvements in minority accessions that have occurred in the previous decades. Officers with higher grades were commissioned at a time when minorities comprised a smaller proportion of

the total population and were more underrepresented within officer accessions. However, lower minority representation among higher grades may also indicate that minorities are not promoted at the same rate as White officers, or that they tend to separate from service at an earlier date.⁹ To the extent that differences between racial and ethnic groups in retention and promotion rates exist, they should be addressed by career management policies. Factors such as increased college graduation rates and targeted recruiting programs have provided minorities with greater access to the officer corps. However, it is also important to monitor progress further along the pipeline.¹⁰

Gender. As shown in Table 4.9, women constituted about 19 percent of officer accessions and 16 percent of the officer corps in FY 2002. The Air Force holds its place as the most gender-integrated regarding officers, with the Army and the Navy not far behind. Though the levels of women in the officer corps are nowhere near college graduate population proportions, sustained growth has occurred in the representation of women among officers (see Appendix Tables D-24 and D-29 for trends among accessions and the officer corps since FY 1973).

Table 4.9. FY 2002 Active Component Female Officer Accessions and Officer Corps (Percent)					
	Army	Navy	Marine Corps	Air Force	DoD
Active Component Accessions	20.0	18.2	8.2	21.9	19.1
Active Component Officer Corps	16.0	15.3	5.4	17.8	15.6
Also see Appendix Table B-32 (Gender by Service).					

In FY 2002, nearly equal percentages of female officers were commissioned through OCS/OTS (20 Percent), ROTC scholarship programs (19 percent), ROTC non-scholarship programs (19 percent), and direct appointment (19 percent). (See Table 4.6.) Female officer accessions were less likely than males to have attended an academy, but considerable more likely to have received a direct appointment. The majority of directly appointed officers are in the professional groups (i.e., medical, dental, legal, and ministry). Officers from these professional groups are classified as “non-line,” are managed separately, and do not assume command responsibilities over “line” officers. Career opportunities tend to be somewhat limited for non-line officers and can result in differences in pay grade distributions. Table 4.10 shows pay grade by gender for each of the Services and for DoD as a whole. While females comprised 18 percent of company grade officers, their representation decreased to 13 percent of field grade officers and 4 percent of general or flag officers.

Commissioning source differences complicate the interpretation of variations in pay grade distributions by gender. For example, direct commissions may provide an early grade boost for women, since advanced degree requirements associated with occupations in the

⁹ See Hosek, S.D., Tiemeyer, P., Kilburn, M.R., Strong, D.A., Ducksworth, S., and Ray, R., *Minority and Gender Differences in Officer Career Progression* (Santa Monica, CA: Rand Corporation, 2001).

¹⁰ Department of Defense, *Career Progression of Minority and Women Officers* (Washington, DC: Office of the Under Secretary of Defense [Personnel and Readiness], August 1999).

professional echelons are rewarded by DoD with advanced pay grade initially for commissioned officers. Assignment qualifications, interests, and policy also affect pay grade. In the Air Force, for example, status as a pilot usually enhances career prospects. (Assignment data are provided later in this chapter in the discussion of occupation areas.)

Table 4.10. FY 2002 Pay Grade ¹ of Active Component Officers, by Service and Gender (Percent)					
Pay Grade	Army	Navy	Marine Corps	Air Force	DoD
O-1 through O-3					
Male	81.9	83.8	93.0	79.1	82.4
Female	18.1	16.2	7.1	20.9	17.6
Total	100.0	100.0	100.0	100.0	100.0
O-4 through O-6					
Male	86.9	86.0	97.5	86.3	87.2
Female	13.1	14.0	2.5	13.8	12.8
Total	100.0	100.0	100.0	100.0	100.0
O-7 through O-10					
Male	96.4	95.4	98.8	95.6	96.1
Female	3.6	4.7	1.2	4.4	3.9
Total	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.					
¹ Excludes those with unknown rank/pay grade.					
Also see Appendix Table B-48 (Pay Grade by Gender and Service).					

Marital Status. As indicated in Table 4.11, officers were more likely to be married than the enlisted personnel they lead. It is interesting to note that for officers as well as enlisted personnel, women on active duty were less likely than men to be married. In fact, while nearly three-quarters of male officers were married, only 51 percent of women officers had a spouse. Furthermore, whereas male officers were approximately as likely as their civilian counterparts (college graduates in the workforce 21 to 49 years of age) to be married, female officers were substantially less likely to be married. This suggests that women in the officer corps are more divergent from their civilian peers regarding family patterns.

Though female officers are less likely to be married than male officers, among those who are married women are considerably more likely to be a partner in a dual-military marriage. As can be seen from Table 4.12, married female officers are nearly 7.5 times more likely than married male officers to have a spouse in uniform. This trend is more than a curiosity, as dual-service marriages pose unique challenges to assignment and deployment, in addition to affecting Servicemembers' satisfaction with military life.

Table 4.11. FY 2002 Married Active Component Officer Corps and Enlisted Personnel, by Gender (Percent)		
Gender	Officers	Enlisted
Males	71.1	49.7
Females	50.9	41.5
Total	68.0	48.5
Also see Appendix Table B-33 (Marital Status by Service).		

Table 4.12. FY 2002 Active Component Officers Who Were Married, and in Dual-Service Marriages, by Gender and Service (Number and Percent)					
Gender	End-Strength	Married		Married Who Were In Dual-Service Marriages	
		Number	Percent	Number*	Percent
ARMY					
Male	55,914	40,601	72.6	2,490	6.1
Female	10,669	5,593	52.4	2,549	45.6
Total	66,583	46,194	69.4	5,039	10.9
NAVY					
Male	44,864	29,300	65.3	695	2.4
Female	8,097	3,577	44.2	827	23.1
Total	52,961	32,877	62.1	1,521	4.6
MARINE CORPS					
Male	15,515	10,848	69.9	401	3.7
Female	887	363	40.9	247	68.0
Total	16,402	11,211	68.3	648	5.8
AIR FORCE					
Male	58,901	43,817	74.4	2,830	6.5
Female	12,786	6,992	54.7	2,839	40.6
Total	71,687	50,809	70.9	5,669	11.2
DoD					
Male	175,194	124,566	71.1	6,415	5.1
Female	32,439	16,525	50.9	6,462	39.1
Total	207,633	141,091	68.0	12,877	9.1
* There are some differences between the number of males and females reporting dual-service marriages.					

Education. There are few exceptions to the Service requirements that commissioned officers have at least a 4-year college degree, so the education levels of FY 2002 Active

Component officer accessions come as no surprise. Table 4.13 clearly shows the officer corps' reliance on the college-educated. Approximately 13 percent of officers commissioned in FY 2002 did not have at least a bachelor's degree; most likely these officers were former enlisted personnel. A notable percentage of newly commissioned officers (16 percent) held advanced degrees—mostly lawyers, chaplains, and health care professionals.

Table 4.13. FY 2002 Educational Attainment of Active Component Officer Accessions and Officer Corps, by Service (Percent)					
Educational Attainment	Army	Navy*	Marine Corps	Air Force	DoD
ACTIVE COMPONENT OFFICER ACCESSIONS					
Less than College Graduate	6.1	19.3	0.2	21.9	13.3
College Graduate (B.A., B.S., etc.)	78.9	60.4	95.2	58.1	70.2
Advanced Degree (M.A., Ph.D., etc.)	15.0	20.3	4.6	20.0	16.5
Total	100.0	100.0	100.0	100.0	100.0
ACTIVE COMPONENT OFFICER CORPS					
Less than College Graduate	1.7	11.2	3.5	3.3	4.6
College Graduate (B.A., B.S., etc.)	58.9	68.1	78.3	43.2	57.0
Advanced Degree (M.A., Ph.D., etc.)	39.4	20.7	18.2	53.5	38.4
Total	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Percentages do not include "Unknown" data. Also see Appendix Table B-35 (Education by Service).					

Not only are college graduates amply represented among newly commissioned officers, but the education levels in the officer corps indicate that the Services promote continuing education. Significant proportions of officers attained advanced degrees while serving. The Air Force had the greatest proportion (53 percent) of officers with advanced degrees, and was the only Service with a greater proportion of officers with advanced degrees than bachelor's degrees. The Marine Corps had fewer officers with advanced degrees than the other Services. A contributing factor may be that the Navy provides the Marine Corps with health professionals, chaplains, or other such direct appointees, who typically have advanced degrees.

Representation Within Occupations. Tables 4.14 and 4.15 present the distribution of officers across occupational areas by gender and race/ethnic group, respectively. More than one-third of officers were working in jobs classified as part of tactical operation. Together, the second, third, and fourth most populous occupations—health care, engineering and maintenance, and supply—slightly exceeded the manning levels of tactical operations. Appendix Table B-37 provides FY 2002 occupational area data by Service, including personnel classified as non-occupational.

Women and occupational assignments. Table 4.14 shows significant assignment differences between male and female officers. Despite expanding numbers of and roles for women, it takes time to bring women into new positions and career fields. Significantly greater percentages of men than women were in tactical operations (41 and 10 percent, respectively), whereas greater percentages of women than men were in "traditional" female occupations of

administration (11 and 5 percent, respectively) and health care (39 and 14 percent, respectively). Appendix Table B-38 shows the assignment patterns by Service and gender.

Table 4.14. FY 2002 Occupational Areas of Active Component Officer Corps, by Gender (Percent)			
Occupational Area	Males	Females	Total
General Officers and Executives	0.5	0.1	0.4
Tactical Operations	40.6	10.0	35.8
Intelligence	5.0	5.9	5.1
Engineering and Maintenance	12.1	10.8	11.9
Scientists and Professionals	5.6	5.1	5.5
Health Care	13.6	39.5	17.7
Administration	5.2	10.8	6.1
Supply, Procurement, and Allied Occupations	8.8	10.6	9.1
Non-Occupational*	8.6	7.3	8.4
Total	100.0	100.0	100.0
Columns may not add to total due to rounding. Calculations do not include 7 male Army, 562 male and 18 female Marine Corps, and 390 male and 23 female Air Force O-6 officers classified as general officers by the Services. * Non-occupational includes patients, students, those with unassigned duties, and unknowns. Also see Appendix Table B-38 (Occupational Area by Service and Gender).			

Minorities and occupational assignments. The percentage of each racial/ethnic category by officer occupational areas is shown in Table 4.15. In FY 2002, racial and ethnic groups of officers generally had similar patterns of representation across occupational areas, although there are several specific differences in the patterns. Fewer Blacks and “Others” were assigned to tactical operations than were Whites and Hispanics. Similarly a greater percentage of officers in the “Other” racial category was in health care positions. Proportionately more Blacks than other racial/ethnic groups were in the engineering and maintenance, administration, and supply occupations. The Services strive to achieve racial/ethnic balance during the assignment process. Such a focus is important because occupational assignment is related to promotion opportunities and success as an officer.

Regardless of race/ethnicity, the largest percentage of officers worked in tactical operations; the lowest percentages worked in intelligence and scientific/professional occupations. Appendix Table B-39 provides data on occupational areas by Service and race/ethnicity.

Table 4.15. FY 2002 Occupational Areas of Active Component Officer Corps, by Race/Ethnicity (Percent)				
Occupational Area	White	Black	Hispanic	Other
General Officers and Executives	0.5	0.3	0.1	0.1
Tactical Operations	37.6	23.3	34.3	27.5
Intelligence	5.1	4.7	5.7	4.7
Engineering and Maintenance	11.5	15.6	12.0	12.2
Scientists and Professionals	5.7	4.5	4.7	5.0
Health Care	17.2	18.3	14.6	26.9
Administration	5.6	11.1	7.0	5.8
Supply, Procurement, and Allied Occupations	8.3	16.1	11.1	8.7
Non-Occupational*	8.5	6.1	10.6	9.2
Total	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Calculations do not include 5 White and 2 Black Army; 527 White, 30 Black, 17 Hispanic, and 6 "Other" Marine Corps; and 376 White, 25 Black, 5 Hispanic, and 7 "Other" Air Force O-6 officers classified as general officers by the Services. * Non-occupational includes patients, students, those with unassigned duties, and unknowns. Also see Appendix Table B-39 (Occupational Area by Service and Race/Ethnicity).				

Warrant Officers¹¹

Warrant officers comprise a relatively small but vital group of technicians and specialists who serve in the Army, Navy, and Marine Corps. These Servicemembers ordinarily do not assume typical officer command responsibilities, and their careers emphasize depth rather than breadth of experience, in contrast to commissioned officers.^{12, 13} The status and duties of these experts, trainers, and specialty managers have grown and otherwise changed since their grades were established around 1920. Today, they can be found advancing within military careers such as aviation, physicians' assistant, nuclear weapons, and administration.

Although some warrant officers may enter directly from civilian life (e.g., helicopter pilots), most previously were in the upper enlisted ranks. In FY 2002, 2,049 warrant officer accessions were added to the force and the overall total force of warrant officers on active duty

¹¹ For more detailed information on warrant officers, see Department of Defense, *DoD Report on the "Warrant Officer Management Act" (WOMA)* (Washington, DC: Author, 1989).

¹² Upper-level warrant officers, however, frequently function in foreman-type roles within their system specialties.

¹³ The Air Force discontinued its warrant officer program in 1959 and increased promotion opportunities for senior enlisted personnel.

stood at 15,486. Table 4.16 presents gender and race/ethnicity statistics on FY 2002 warrant officers. They are overwhelmingly male (93 percent) but have greater minority representation than commissioned officers. Blacks, in particular, are more highly represented among warrant officers, accounting for 17 percent of active duty warrant officers (in contrast to 8 percent of commissioned officers). Appendix Tables B-44 and B-45 provide a glimpse of warrant officer accessions and the corps of warrant officers on active duty by gender and race/ethnicity.

Table 4.16. FY 2002 Active Component Warrant Officer Accessions and Officer Corps, by Race/Ethnicity, Gender, and Service* (Percent)				
Race/Ethnicity and Gender	Army	Navy	Marine Corps	DoD
ACTIVE COMPONENT WARRANT OFFICER ACCESSIONS				
White	72.9	73.1	75.0	73.5
Black	15.8	20.6	14.2	16.1
Hispanic	5.0	1.0	8.0	5.1
Other	6.3	5.3	2.8	5.3
Male	92.9	93.7	94.6	93.4
Female	7.1	6.3	5.4	6.6
Total	100.0	100.0	100.0	100.0
ACTIVE COMPONENT WARRANT OFFICER CORPS				
White	73.1	75.5	74.3	73.5
Black	16.4	18.6	16.1	16.7
Hispanic	5.3	1.6	7.1	5.1
Other	5.2	4.4	2.5	4.8
Male	93.0	95.0	94.2	93.4
Female	7.0	5.0	5.8	6.6
Total	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.				
* The Air Force does not have warrant officers.				
Also see Appendix Tables B-44 (Warrant Officer Accessions and Officers by Gender) and B-45 (Warrant Officer Accessions and Officers by Race/Ethnicity).				

Chapter 5

SELECTED RESERVE ENLISTED ACCESSIONS AND ENLISTED FORCE

The Ready Reserve, with an FY 2002 strength of more than 1.2 million, is the major source of manpower augmentation for the Active force. As illustrated in Figure 5.1, the two principal elements of the Ready Reserve are the Selected Reserve and the Individual Ready Reserve. Reserve Component data in this report include only the Selected Reserve.

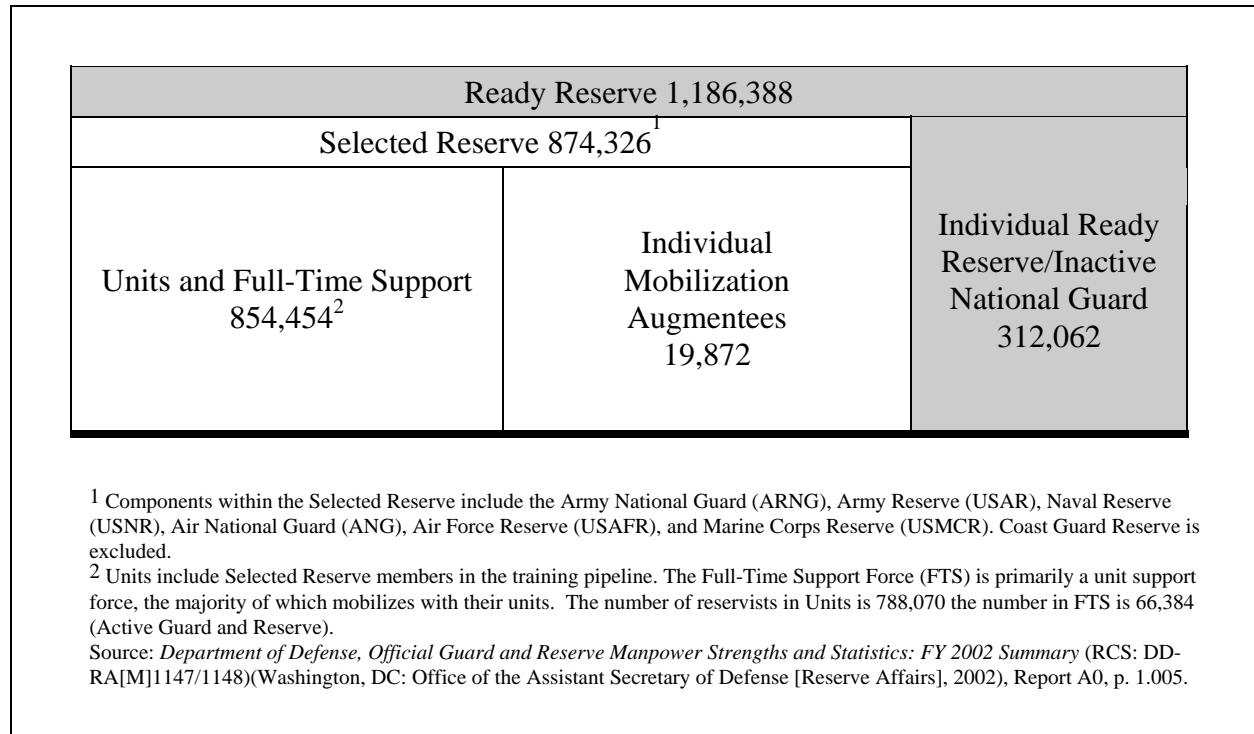


Figure 5.1. FY 2002 composition of the Selected Reserve within the Ready Reserve.

Of the 874,326 Selected Reserve members, 744,194 are enlisted, 119,395 are officers and the remaining 10,737 are Warrant Officers. The Selected Reserve includes three types of personnel: (1) those trained in units (including full-time support personnel) who are organized, equipped, and trained to perform wartime missions; (2) trained individuals (Individual Mobilization Augmentees [IMAs]) who provide wartime augmentation on or shortly after mobilization; and (3) those in the training pipeline.¹ Reservists and Guardsmen in the training pipeline may not deploy. Selected Reservists assigned to units and some IMAs train throughout the year. Selected Reserve units may be either operational or augmentation units. Operational units train and deploy as units; augmentation units train as units in peacetime, but are absorbed into Active Component units upon mobilization.

The Selected Reserve Recruiting Process

¹ *Department of Defense, Official Guard and Reserve Manpower Strengths and Statistics: FY 2002 Summary* (RCS: DD-RA[M]1147/1148)(Washington, DC: Office of the Assistant Secretary of Defense [Reserve Affairs], 2002), Report A0, p. 1.005.

The recruiting process is similar for the Reserve and Active Components.² With the exception of a number of Air National Guard (ANG) units, Reserve recruiters process their non-prior service (NPS) applicants through Military Entrance Processing Stations (MEPSs), following procedures almost identical to the Active Components.

Recruiters describe the demands and opportunities of military service, and evaluate prospective recruits to determine eligibility for enlistment. The prospect is asked about his or her age, education, involvement with the law, use of drugs, and physical and medical factors that could preclude enlistment. The prospect may take an enlistment screening test. Non-prior service prospects take the ASVAB at either a local test site or at a MEPS. If an NPS applicant achieves qualifying ASVAB scores and wishes to continue the application process, he or she is scheduled for a physical examination and background review at a MEPS. If the applicant's education, ASVAB scores, physical fitness, and moral character qualify for enlistment, he or she meets with a Service classification counselor at a MEPS (or in some instances at a National Guard unit) to discuss options for enlistment.

Up to this point, the applicant has made no commitment. The counselor has the record of the applicant's qualifications and computerized information on available training/skill openings, schedules, and enlistment incentives. They discuss the applicant's interests. The counselor may offer bonuses to encourage the applicant to choose hard-to-fill occupational specialties. The applicant, however, is free to accept or reject the offer. Many applicants do not decide immediately, but take time to discuss options with family and friends. When the applicant accepts the offer, he or she signs an enlistment contract and is sworn into a Reserve Component.

One of the most critical factors in achieving Reserve readiness is the ability to meet Selected Reserve manpower requirements—in numbers, skills, and quality. More than half (53 percent in FY 2002) of Selected Reserve accessions have prior service experience, primarily from active duty. However, a sizable proportion of new recruits enter the National Guard or Reserve without previous military affiliation. Recruiting must target both populations. Success in meeting recruiting and retention goals varies significantly from unit to unit. First, there are substantial differences in unit size; larger units require greater effort. Second, National Guard and Reserve units differ significantly in skills required. Third, National Guard and Reserve units exist in thousands of localities, and each locality presents a unique set of labor market characteristics. The size of the community, distinct demographic and socioeconomic profiles, the mix of skills in the local civilian labor force and among recent veterans, local civilian wage levels and hours worked, frequency and duration of employment, employer attitudes regarding National Guard or Reserve duty, attitudes toward the military, effect of recent mobilizations on enlistment, and other secondary job opportunities create recruiting and retention challenges for Selected Reserve units.

The occupational distribution among the Active and Reserve Components varies (e.g., 6 percent of active Navy enlistees serve as craftsmen while 15 percent of Naval Reserve [USNR] members serve as craftsmen). Some units have to recruit more NPS individuals to fill unit vacancies. Another factor that can create large differences in manning success across skills is

² For a description of NPS Selected Reserve recruiting, see Tan, H.W., *Non-prior Service Reserve Enlistments: Supply Estimates and Forecasts* (Santa Monica, CA: RAND Corporation, 1991).

marketability, including civilian skill transferability, quality of training, equipment, and promotion opportunity.

The diversity of mission and force structure among the Reserve Components affects the demographic composition of units. For example, an Army National Guard or Reserve company with a combat mission may need a significantly higher proportion of young NPS accessions. Conversely, combat service support functions may require more experienced personnel and thus have greater proportions of prior service recruiting requirements. The population representation profiles of the Reserve Components are different from the Active Services due to a number of factors, such as the proportional distribution of individuals with particular skills, the location of units, and the proportion of members with prior service experience.

This chapter provides demographic characteristics and the distribution of FY 2002 enlisted accessions and the enlisted force of the Selected Reserve. Characteristics of Selected Reserve NPS accessions are described and, where applicable, are compared to prior service accessions. Characteristics and distribution of Selected Reserve officer accessions and the officer corps are contained in Chapter 6.

Characteristics of Selected Reserve Accessions

FY 2002 Reserve Component recruiting results for NPS and prior service gains and assigned end-strengths are shown in Table 5.1. In FY 2002, the Reserve Components recruited 153,658 enlisted persons compared to the Active Component's 194,400. The Army National Guard (ARNG) has the largest Reserve Component recruiting program, followed by the Army Reserve (USAR). The ARNG recruited 33,214 NPS enlistees, 12,328 more than the USAR. The ARNG also recruited nearly 9,000 more prior service recruits than the USAR.

Selected Reserve recruiting achievements decreased by 2,770 enlisted accessions from FY 2001 to FY 2002 (from 156,428 to 153,658). The ANG, USNR, and USMCR experienced an increase in enlisted accession while all other components experienced a decrease.

Due to differences in mission and force structure, the size of recruit cohorts by component varied greatly. Therefore, comparisons between the Reserve Components percentages must be interpreted with care. The Army Components—the ARNG and USAR—had the largest Selected Reserve recruit cohorts, recruiting 69 percent of total Reserve Component accessions (41 and 28 percent for the ARNG and USAR, respectively) in FY 2002. The Naval Reserve (USNR) and Air Force Reserve (USAFR) had the highest proportion of prior service recruits (74 and 66 percent of their total recruiting efforts, respectively). The Marine Corps Reserve (USMCR) had the lowest proportion of recruits with past military experience (39 percent). Prior service accessions provide the Reserve Components with a more experienced personnel base, contributing to increased readiness to meet future missions.

Table 5.1. FY 2002 Selected Reserve Non-Prior Service (NPS) and Prior Service Enlisted Accessions and End-Strengths					
Components	Enlisted Accessions				Enlisted End-Strength
	Non-Prior Service	Prior Service	Total	Prior Service Percent of Components Total	
Army National Guard	33,214	30,675	63,885	48.0	314,629
Army Reserve	20,886	21,682	42,568	50.9	166,258
Naval Reserve	5,197	14,639	19,836	73.8	69,692
USMC Reserve	5,817	3,787	9,604	39.4	36,144
Air National Guard	5,178	4,979	10,157	49.0	98,141
Air Force Reserve	2,616	4,988	7,604	65.6	59,330
DoD Total	72,908	80,750	153,658	52.6	744,194
Also see Appendix Tables C-1 (NPS Age by Component and Gender), C-9 (Prior Service Age by Component and Gender), and C-15 (Enlisted Member Age by Component and Gender).					

The increase in availability of prior service recruits, a temporary phenomenon due to the larger number of active duty members leaving service during the drawdown, ended in the late 1990s. The result is fewer prior service individuals from which the Reserve Components can recruit. In fact, the more successful the Military Services are in retaining active duty members, the smaller the prior service pool becomes. Thus, the Reserve Components must recruit NPS individuals, in direct competition with the Active Components. The numerical effects of the drawdown, changes in the Reserve mission with increased combat risks due to an increased operating tempo (OpTempo), as well as quality of life and compensation issues have made Reserve recruiting difficult as we enter the 21st century. Potential recruits are likely to find combat risk, family hardships, and financial losses during a mobilization more important in the Reserve participation decision today and in the future.³

Age. The largest proportions of FY 2002 NPS Reserve Component accessions were in the 17- to 19-year age group (Table 5.2). The one exception to this trend was the USNR, which had 55 percent falling in the 25- to 34-year age group.

Several factors contribute to age differences within the Reserve Components, including the size of the recruiting mission and the incentives used by recruiters. ARNG and USAR recruiters work extensively with the high school population because of the size of their respective NPS recruiting missions. Although the high school senior market is their primary target, recruiters use the split training option as an important incentive. This option allows high school juniors to enlist and attend basic training after their junior year of high school, and then enter skill training a year later upon graduating from high school. In FY 2002, 24 percent of ARNG NPS recruits were students still enrolled in high school. This is a slight decrease from FY 2001. Fifteen percent of USAR NPS recruits were students still enrolled in high school.

³ Asch, B.J., *Reserve Supply in the Post-Desert Storm Recruiting Environment* (Santa Monica, CA: RAND Corporation, 1993), p. 5.

Table 5.2. FY 2002 Selected Reserve Non-Prior Service Enlisted Accessions, by Age and Component, and Civilian Labor Force 17–35 Years Old (Percent)								
Age Group	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	17- to 35-Year-Old Civilians
17–19	61.5	66.0	0.6	65.2	53.9	39.8	57.4	16.9
20–24	24.8	24.0	21.9	27.7	30.3	37.5	25.5	26.5
25–29	7.8	6.7	30.4	6.1	9.7	13.3	9.3	24.1
30–34	4.1	3.2	24.9	0.9	5.4	7.8	5.3	27.0
35–39	1.1	0.2	19.4	0.0	0.5	1.2	2.0	5.5
40–44	0.2	0.0	1.6	0.0	0.2	0.2	0.2	
45–49	0.1	0.0	0.8	0.0	*	0.1	0.1	
50+	0.1	0.0	0.4	0.0	0.0	0.0	0.1	
Unknown	0.4	0.0	*	0.1	0.0	0.0	0.2	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.								
* Less than one-tenth of one percent.								
Also see Appendix Tables C-1 (Age by Component and Gender) and C-2 (Age by Marital Status and Gender).								
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001– September 2002.								

Race/Ethnicity. Table 5.3 presents the racial/ethnic makeup of FY 2002 NPS enlisted accessions by Selected Reserve Components. These figures are similar to those seen in FY 2001, however the proportions of white NPS accessions have increased across all components, the highest in the USAFR at just over 5 percent and the lowest in the ANG at just over 1 percent. There has been a corresponding decrease in Black accessions for all components particularly in the USAR and ARNG who had decreases of 6 and 4 percent respectively. The percentages of Hispanic and other race/ethnicities remained about the same at 9 and 6 percent, respectively for FY 2001 and 9 and 5 percent respectively for FY 2002. This trend is not the same for Prior Service accessions where there has been an overall 2 percent increase in Black accessions. This increase is due almost entirely to a 5 percent increase in prior service Black accessions in the ARNG. Prior Service Black accessions remained virtually the same for all other components except the USMCR where it decreased 2 percentage points in FY 2002.

Since the inception of the All Volunteer Force, Blacks have been somewhat overrepresented in the active duty ranks, while Whites and Hispanics have been underrepresented as compared to the nation's youth population as a whole. We would expect this to be reflected in the makeup of the Reserve Forces. Table 5.3, however, demonstrates that in the USMCR and ANG, the proportion of non-prior service Black accessions is lower compared to their representation among the 18- to 24-year-old civilian labor force, the comparable civilian group. In the other components the proportion of non-prior service Black accessions is higher than in the civilian labor force, except for the ARNG where the proportions are the same (14 percent, respectively). Hispanics are underrepresented across the board, with the exception of the USMCR's prior service recruits. In previous years, Whites also have made up a smaller proportion of Reserve accessions than of the comparison group. However, since FY 2000, the proportion of NPS White accessions in the ARNG, USMCR, and ANG was higher than in the

civilian comparison groups. Prior service White accessions in the ARNG, USNR, ANG, and USAFR are also higher than in the civilian comparison group.

Table 5.3. FY 2002 Selected Reserve Non-Prior Service and Prior Service Enlisted Accessions, by Race/Ethnicity, and Civilians (Percent)								
Race/ Ethnicity	Army National Guard ¹	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	Civilians*
NON-PRIOR SERVICE								
White	75.3	61.0	64.8	71.0	78.2	64.7	70.0	65.1
Black	13.6	20.8	17.0	8.7	9.5	21.7	15.5	14.2
Hispanic	7.1	12.7	11.6	13.3	6.1	7.2	9.5	15.6
Other	4.0	5.5	6.6	7.1	6.2	6.4	5.1	5.1
PRIOR SERVICE								
White	70.6	54.4	68.5	63.8	76.7	70.9	65.9	67.3
Black	16.9	27.1	16.8	12.4	11.5	17.3	19.1	12.9
Hispanic	7.2	8.9	8.9	18.1	7.1	6.8	8.4	14.5
Other	5.4	9.7	5.8	5.7	4.7	5.0	6.6	5.3
TOTAL ACCESSIONS								
White	73.0	57.7	67.5	68.1	77.5	68.8	67.8	
Black	15.2	24.0	16.9	10.1	10.5	18.8	17.4	
Hispanic	7.2	10.7	9.6	15.2	6.6	6.9	8.9	
Other	4.7	7.6	6.0	6.5	5.5	5.5	5.9	
Columns may not add to total due to rounding. * NPS civilian comparison is 18- to 24-year-old civilians; prior service civilian comparison is 20- to 39-year-old civilian labor force. Also see Appendix Tables C-3 (NPS Race/Ethnicity by Component and Gender) and C-11 (Prior Service Race/Ethnicity by Component and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001 – September 2002.								

Across the Reserve Components, among female accessions the proportion of Black women was 24 and 34 percent for NPS and prior service, respectively. Among male recruits, Black men, although more numerous than Black women, accounted for only 13 and 16 percent of NPS and prior service accessions, respectively (see Appendix Tables C-3 and C-11). The USAR had the highest proportion of Black female NPS recruits (30 percent) and Black female prior service recruits (43 percent).

Gender. The proportion of Selected Reserve accessions in FY 2002 who were women was slightly greater (20 percent) than in the Active Components (17 percent). Table 5.4 reflects the gender percentages for NPS and prior service accessions by Component. The USAR and USAFR had the highest proportion of female accessions in the Selected Reserve (26 and 28 percent, respectively), while the USMCR had the lowest (5 percent). With the exception of the USMCR, the proportion of prior service female recruits was lower than NPS female recruits.

Marital Status. Approximately 10 percent of FY 2002 Selected Reserve NPS enlisted accessions were married (Table 5.5). The marriage rates of prior service recruits look markedly different, with 44 percent married. The FY 2002 prior service cohort, predominantly those leaving active duty enlisted service who chose to join the Reserves, were slightly less likely to be married (44 percent) than active duty enlisted members (48 percent). Also, prior service Reserve

recruits were less likely to be married (44 percent) than their civilian counterparts, 20- to 39-year-old civilians in the labor force (49 percent). Among FY 2002 prior service Reserve accessions, a somewhat larger proportion of males were married than females (45 and 38 percent, respectively).

Table 5.4. FY 2002 Selected Reserve Non-Prior Service and Prior Service Accessions, by Gender (Percent)						
Components	Non-Prior Service		Prior Service		Total	
	Males	Females	Males	Females	Males	Females
Army National Guard	79.0	21.0	89.8	10.2	84.2	15.8
Army Reserve	69.5	30.5	77.4	22.6	73.6	26.4
Naval Reserve	71.5	28.5	83.4	16.6	80.3	19.7
USMC Reserve	95.5	4.5	93.9	6.1	94.9	5.1
Air National Guard	75.7	24.3	83.0	17.0	79.3	20.7
Air Force Reserve	64.4	35.6	76.8	23.2	72.5	27.5
DoD Total	76.3	23.7	84.3	15.7	80.5	19.5
Also see Appendix Tables C-1 (NPS Age by Component and Gender) and C-9 (Prior Service Age by Component and Gender).						

Table 5.5. FY 2002 Married Selected Reserve Non-Prior Service and Prior Service Enlisted Accessions and Active Component Non-Prior Service Enlisted Accessions and Enlisted Members, by Gender, and Civilians (Percent)						
Gender	Non-Prior Service Reserve Accessions	Civilians, 17-35 Years Old	Prior Service Reserve Accessions	Civilian Labor Force, 20-39 Years Old	Non-Prior Service Active Component Accessions	Active Component Enlisted Members
Male	10.2	33.4	44.8	49.3	8.6	49.7
Female	10.8	39.7	37.6	48.1	11.5	41.5
Total	10.3	36.6	43.7	48.8	9.1	48.5
Also see Appendix Tables B-2 (NPS Active Component Enlisted Accession by Age, Marital Status and Gender), B-24 (Active Component Enlisted Members by Age, Marital Status, and Gender), C-2 (NPS Age by Marital Status and Gender), and C-10 (Prior Service Age by Marital Status and Gender).						
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001 – September 2002.						

Education. More Selected Reserve NPS recruits completed high school than was the case for their civilian peers (Table 5.6). Approximately 93 percent of FY 2002 Selected Reserve NPS accessions were in Tiers 1 (high school graduates) and 2 (alternative credentials), compared to 79 percent of 18- to 24-year-old civilians. In the Army Reserve, 98 percent of NPS enlistees were high school diploma graduates. This is an increase of 8 percentage points from FY 2001. Excluding those enlisted under the GED+ program, all FY 2002 USAR recruits were in Tier 1.

College experience refers to individuals who have completed at least one semester in junior college or a 4-year institution. The USNR had, by far, the highest proportion of accessions with college experience (22 percent), in part, due to college credit earned through the Navy's Tech Prep partnerships with selected community colleges. Tech Prep is a federally-

funded educational program providing technical career training and job placement. The Navy has agreements with a number of community colleges that in turn work with feeder high schools. Qualified, interested students sign up while in their junior or senior year of high school. They complete college credit Tech Prep courses during high school. After graduation, they attend two semesters at a local community college while in the Navy's delayed entry program. Following recruit training, the enlistees complete technical training courses provided by the Navy; the community college counts the Navy training toward the requirements for an associates degree.

The percentage of 18- to 24-year-old civilians with college experience is much greater than even the 22 percent in the Naval Reserve, at 47 percent. Since most enlisted occupations are generally comparable to civilian jobs not requiring college education, this should not be surprising.

Table 5.6. FY 2002 Selected Reserve Non-Prior Service Enlisted Accessions, by Education Tier and Component, and Civilians 18–24 Years Old (Percent)								
Education Tier	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	18- to 24-Year-Old Civilians ²
Tier 1: Regular High School Graduate or Higher ¹	73.5	97.9	97.2	97.9	96.3	96.9	86.6	79.4
Tier 2: GED, Alternative Credentials	11.6	1.2	0.6	2.1	3.7	3.1	6.2	
Tier 3: No Credentials	14.9	0.9	2.2	*	*	*	7.2	20.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1)	3.5	4.1	20.0	2.0	3.9	5.8	4.9	46.7
Columns may not add to total due to rounding. *Less than one-tenth of one percent. ¹ Tier 1 includes members still in high school. ² Civilian percentages combine Tiers 1 and 2. Sources: Defense Manpower Data Center and Official Guard and Reserve Manpower Strengths and Statistics, Fiscal Year 2002 Summary. Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001 – September 2002.								

AFQT. FY 2002 Selected Reserve NPS accessions are compared with civilian youth by AFQT category and Reserve Components in Table 5.7. The percentage of Reservist recruits who scored in AFQT Categories I to IIIA was much higher than for comparable civilians (66 versus 50 percent). Because the data provided by DMDC includes a great deal of unknowns, data for Table 5.7 was provided by OUSD (MPP)/Accession Policy and may differ from appendix tables (see Appendix Table C-5 or C-6). The DOD information for Table 5.7 represents 76 percent of the total number of NPS Selected Reserve Enlisted Accessions.

Table 5.7. FY 2002 Selected Reserve Non-Prior Service Enlisted Accessions, by AFQT Category and Component (Percent)							
AFQT Category	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD
I-III A	59	69	69	79	85	73	66
IIIB	38	31	31	21	15	27	32
IV	2	0	0	0	0	0	1
Total	100	100	100	100	100	100	100

Columns may not add to total due to rounding.
Also see Appendix Tables C-5 (AFQT by Component and Gender) and C-6 (AFQT by Component and Race/Ethnicity).
Source: Service data from OUSD(MPP)/Accession Policy have been reviewed and updated by the Services for official submission. Data presented in this table may differ from the data shown in appendix tables provided by DMDC's RCCPDS File.
The 1980 civilian comparison group distribution for the total population (males and females) is 7 percent in Category I, 28 percent in Category II, 15 percent in Category IIIA, 19 percent in Category IIIB, 21 percent in Category IV, and 10 percent in Category V. Civilian data from the *Profile of American Youth* (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Characteristics of the Selected Reserve Enlisted Force

Reserve Component forces perform a variety of important missions in the event of a national emergency and assist the Active Components in meeting their operating requirements. Figure 5.2 shows the Selected Reserve enlisted end-strengths for FYs 1974 to 2002.

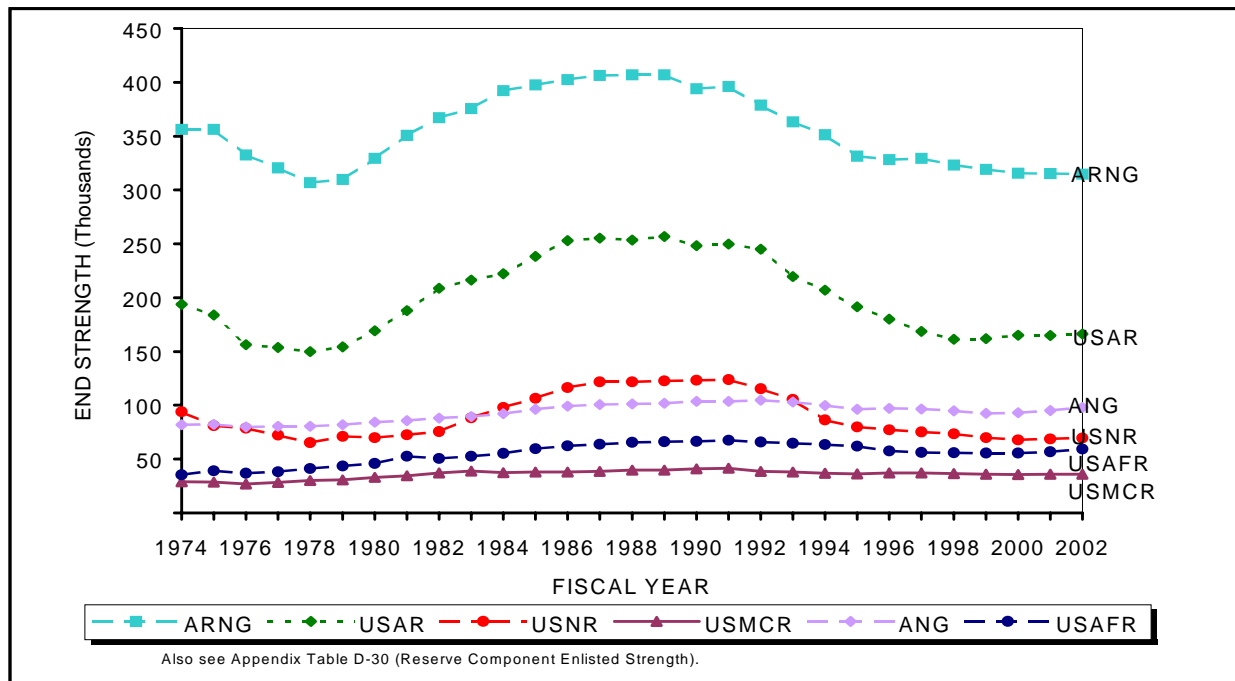


Figure 5.2. Reserve Component enlisted end-strength, FYs 1974–2002.

Age. Substantive differences exist among the Reserve Components in the proportion of enlisted members in various age groups, as shown in Table 5.8. The Air Force Reserve Components (ANG and USAFR) have the "oldest" members with 34 and 39 percent, respectively, of enlisted members 40 years of age or older. These proportions are strikingly

different from the Active Components and other Reserve Components. For example, only 3 percent of USMCR enlisted members are 40 or older.

Table 5.8. FY 2002 Selected Reserve Enlisted Members, by Age and Component, and Civilian Labor Force Over 16 Years Old (Percent)								
Age Group	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	Civilians
17-19	10.9	12.2	1.0	12.6	4.3	2.2	8.8	4.5
20-24	24.2	24.9	7.8	51.3	14.6	9.7	21.7	10.3
25-29	15.5	15.2	16.8	20.2	13.3	12.6	15.3	10.4
30-34	14.4	13.3	25.0	8.5	15.6	16.3	15.2	11.5
35-39	13.1	13.1	24.8	4.5	18.2	20.4	15.1	12.4
40-44	9.5	10.0	14.2	1.9	14.3	16.9	10.9	13.6
45-49	5.4	5.7	6.3	0.6	8.3	10.0	6.1	12.4
50+	7.0	5.4	4.2	0.4	11.5	11.9	7.1	25.0
Unknown	*	0.1	*	*	0.0	0.0	*	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. * Less than one-tenth of one percent. Also see Appendix Table C-15 (Age by Component and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2002.								

Age differences among the Components result from diverse mission requirements and retention. The mission drives the NPS/prior service mix in each of the Reserve Components. For example, the labor-intensive requirements of infantry and other ground combat units usually mandate the need for younger individuals, while equipment-intensive requirements demand more formal training. Normally, longer training periods result in the Services seeking recruits for longer terms of enlistment or maintaining a force with greater experience. Individuals in equipment-intensive or high-technology fields, such as those found more often in the USNR, ANG, and USAFR, usually are more experienced, and therefore older.

Race/Ethnicity. As shown in Table 5.9, the proportion of minority Servicemembers varies by Reserve Component. The proportion of Blacks is higher than in the comparable civilian group (18 and 12 percent, respectively), but lower than in the Active Components (22 percent). The USAR has the largest proportion of Blacks (28 percent), while the ANG has the lowest (9 percent). The USMCR has the greatest proportion of Hispanic members (15 percent) and the greatest proportion of "Other" racial minorities (7 percent). The ANG, USAR and USAFR are close behind with 6 percent each of "Other" racial minorities. All of these percentages are very similar to those of FY 2001.

Table 5.9. FY 2002 Selected Reserve Enlisted Members, by Race/Ethnicity, Gender, and Component, and Civilian Labor Force 18–49 Years Old (Percent)							
Race/ Ethnicity	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD
MALES							
White	73.7	58.7	71.5	67.1	80.0	71.8	70.8
Black	14.5	23.3	14.3	10.9	8.0	16.2	15.4
Hispanic	7.8	11.8	8.9	15.4	5.9	6.5	8.8
Other	4.0	6.2	5.4	6.6	6.0	5.5	5.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FEMALES							
White	60.8	42.8	59.3	57.4	71.1	58.6	56.0
Black	27.2	41.0	26.3	18.2	16.0	29.0	30.1
Hispanic	7.2	10.5	8.8	16.5	5.8	6.6	8.8
Other	4.8	5.7	5.4	7.9	7.2	5.8	5.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
TOTAL							
White	72.0	54.8	69.0	66.6	78.4	68.9	68.2
Black	16.1	27.7	16.8	11.3	9.4	19.0	17.9
Hispanic	7.7	11.5	8.8	15.4	5.9	6.5	8.7
Other	4.1	6.1	5.4	6.7	6.2	5.6	5.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
CIVILIAN LABOR FORCE 18–49 YEARS OLD							
White	Black		Hispanic		Other		Total
69.8	12.3		12.9		5.1		100.0
Columns may not add to total due to rounding. Also see Appendix Tables C-17 (Race/Ethnicity by Component and Gender) and C-18 (Ethnicity by Component). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2002							

Substantial gender differences exist in the racial and ethnic composition of Reserve Component members (Appendix Table C-17). While Black males represent 15 percent of the male enlisted Selected Reserve, Black females represent 30 percent of females. Approximately 57 percent of USAR females are minorities: 41 percent Black, 11 percent Hispanic, and nearly 6 percent in the "Other" racial category. Conversely, the ANG has the lowest proportion of minority females (29 percent), comparable to the 18- to 49-year-old civilian labor force (30 percent).

Gender. The proportion of enlisted women is slightly higher in the Selected Reserve than in the Active Components (17 versus 15 percent, respectively) which is unchanged from FY 2001. Table 5.10 illustrates that there are differences in the proportion of women across the different Reserve Components. The component with the highest proportion of women is the USAR (25 percent), while the ARNG has 13 percent and the USMCR, with the lowest proportion, has 5 percent. Differences in gender composition are the result of the types of units in the Components. For example, the ARNG and USMCR have mainly combat units and the USAR has primarily combat support and combat service support units.

Table 5.10. FY 2002 Selected Reserve Enlisted Members, by Gender and Component, and Civilian Labor Force 18–49 Years Old (Percent)								
Gender	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	18- to 49-Year-Old Civilians
Male	87.3	75.1	79.3	95.3	82.4	78.2	82.9	53.4
Female	12.7	24.9	20.7	4.7	17.6	21.8	17.1	46.6
Also see Appendix Table C-15 (Age by Component and Gender).								
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2002.								

Marital Status. Just under half of Selected Reserve members are married (Table 5.11). This proportion is lower than for the comparable civilian population (54 percent), but the same as enlisted members in the Active Components (48 percent). The proportion of married female Selected Reserve members (34 percent) is much lower than the proportion of married female civilians (53 percent). This difference is in part explained by the younger age of women enlisted members compared to their civilian counterparts.

Table 5.11. FY 2002 Selected Reserve Enlisted Members who are Married and in Dual-Service Marriages, by Gender, and Civilian Labor Force 18–49 Years Old (Percent)			
Gender	DoD	In Dual-Service Marriages*	18- to 49-Year-Old Civilians
Male	50.4	4.3	55.7
Female	34.2	41.2	52.8
Total	47.6	8.9	54.3
Also see Appendix Table C-16 (Age by Marital Status and Gender).			
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2002.			
* These percentages reflect the proportion of married Selected Reserve enlisted members who are married to a Servicemember.			

Education. As shown in Table 5.12, 98 percent of FY 2002 Selected Reserve enlisted members have a high school diploma or alternative credential (Tiers 1 and 2), compared to 90 percent of the comparably aged civilian labor force. Comparing Table 5.6 (education levels of Selected Reserve accessions) with Table 5.12 suggests that a significant number of enlisted members gain college experience while in the Selected Reserve (6 percent of NPS accessions versus 24 percent of enlisted members).

Representation Within Occupations. The assignment of Reserve Component personnel to occupations is based upon individual qualifications and desires, military requirements, and unit vacancies. The changing missions of the Armed Services, including domestic and international humanitarian efforts, affect personnel assignment. Table 5.13 shows the occupational area distribution of Reserve and Active Components.

Table 5.13 indicates that the occupational distribution among Active and Reserve Components varies. The differences reflect each Reserve Component's unique mission requirements and force structure, which may preclude some direct transfers from active duty to the National Guard and Reserve within the same skill. For example, 26 percent of active Army enlisted members serve in the infantry, but the Army Reserve has only 8 percent in this skill area. On the other hand, only 16 percent of active Army enlistees serve in administration while 25 percent of USAR enlistees serve in administration. Similar occupational differences are

found in each Service component. Some occupational areas may not be able to absorb all transfers, while other areas may have to recruit more NPS individuals to fill unit vacancies or retrain those with prior service. The occupational distribution percentages for FY 2002 are relatively similar to those of FY 2001.

Table 5.12. FY 2002 Selected Reserve Enlisted Members, by Education Levels and Component, and Civilian Labor Force 18–49 Years Old (Percent)								
Education Tier	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	18- to 49-Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher	87.6	88.6	97.7	97.4	97.8	99.6	91.5	89.5
Tier 2: GED, Alternative Credentials	8.6	10.1	1.1	2.5	2.0	0.3	6.4	
Tier 3: No Credentials	3.8	1.4	1.2	0.1	0.2	0.1	2.1	10.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1)	9.5	20.5	26.6	7.6	82.7	24.4	24.3	57.2
Columns may not add to total due to rounding. * Civilian percentages combine Tiers 1 and 2. Also see Appendix Tables C-19 (Education by Component and Gender) and C-20 (Education by Component and Race/Ethnicity). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2002.								

Table 5.13. Comparison of FY 2002 Reserve and Active Enlisted Occupational Areas (Percent)			
Occupational Code and Area		Reserve	Active
0	Infantry, Gun Crews, and Seamanship Specialists	16.3	16.7
1	Electronic Equipment Repairers	4.5	9.4
2	Communications and Intelligence Specialists	4.8	9.3
3	Medical and Dental Specialists	6.4	6.7
4	Other Allied Specialists	3.0	2.8
5	Functional Support and Administration	18.8	16.0
6	Electrical/Mechanical Equipment Repairers	15.8	20.5
7	Craftsmen	5.9	3.7
8	Service and Supply Handlers	11.3	8.8
9	Non-occupational*	13.3	6.2
Total		100.0	100.0
Columns may not add to total due to rounding. * Non-occupational includes patients, students, those with unassigned duties, and unknowns. Also see Appendix Tables B-29 (Active Component Enlisted by Occupational Area, Service, and Gender), B-30 (Active Component Enlisted by Occupational Area, Service, and Race/Ethnicity), C-21 (Reserve Component Enlisted by Occupational Area, Component, and Gender), and C-22 (Reserve Component Enlisted by Occupational Area, Component, and Race/Ethnicity).			

Table 5.14. Comparison of FY 2002 Occupational Area Distribution of Enlisted Members, by Active and Reserve Components (Percent)										
Active and Reserve Components	Occupational Area*									
	0	1	2	3	4	5	6	7	8	9
ARMY										
Active Component	25.7	6.5	11.1	7.5	3.4	16.3	14.3	1.9	12.9	0.4
Army National Guard	23.2	3.1	5.2	4.1	2.6	13.9	13.7	4.1	11.8	18.4
Army Reserve	8.1	2.1	3.9	10.3	3.7	24.7	10.8	5.6	17.4	13.5
NAVY										
Active Component	9.4	14.6	9.1	8.2	1.3	10.7	27.7	5.9	5.1	8.1
Naval Reserve	10.9	10.5	6.6	9.4	0.8	21.3	18.8	15.1	5.3	1.1
MARINE CORPS										
Active Component	21.8	6.8	7.2	0.0	2.5	16.4	16.1	2.5	12.9	13.8
USMC Reserve	29.3	3.4	7.8	0.0	1.1	13.2	12.7	3.1	14.5	15.0
AIR FORCE										
Active Component	9.6	9.1	8.1	7.4	3.7	21.1	23.4	4.5	5.0	8.1
Air National Guard	9.2	9.2	3.7	4.6	4.6	21.3	26.5	6.4	6.2	8.4
USAF Reserve	12.8	5.0	3.1	10.7	3.5	25.2	21.9	5.9	5.0	7.0
* Occupational Area Codes: 0=Infantry, 1=Electronics, 2=Communications, 3=Medical, 4=Other Technical, 5=Administration, 6=Electrical, 7=Craftsmen, 8=Supply, 9=Non-occupational.										

Minorities and occupational assignments. As shown in Table 5.15, just under two-thirds of all Selected Reserve personnel are in four occupational areas: infantry, administration, electrical/mechanical equipment repair, and service and supply. The largest percentage of Blacks and “Others” are in functional support and administration, while combat and electrical/mechanical repair occupations are the most prevalent among Whites and combat and functional support occupations are most prevalent among Hispanics.

Table 5.15. FY 2002 Occupational Areas of Selected Reserve Enlisted Personnel within Race/Ethnicity (Percent)					
Occupational Code and Area		White	Black	Hispanic	Other
0	Infantry, Gun Crews, and Seamanship Specialists	17.8	10.8	16.6	15.3
1	Electronic Equipment Repairers	4.9	3.5	3.7	4.7
2	Communications and Intelligence Specialists	5.3	3.1	4.3	4.5
3	Medical and Dental Specialists	5.8	7.9	7.0	7.9
4	Other Allied Specialists	3.1	2.6	2.6	2.6
5	Functional Support and Administration	16.0	28.5	19.9	21.6
6	Electrical/Mechanical Equipment Repairers	17.1	11.7	15.0	14.9
7	Craftsmen	6.4	4.5	5.1	5.4
8	Service and Supply Handlers	10.2	15.1	12.5	9.5
9	Non-occupational*	13.5	12.4	13.3	13.6
Total		100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.					
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.					
Also see Appendix Table C-22 (Occupational Area by Component and Race/Ethnicity).					

Women and occupational assignments. The assignment patterns for Selected Reserve enlisted men and women in occupational areas are reflected in Table 5.16. Most Selected Reserve enlisted women are assigned to two occupational areas: functional support (40 percent) and medical (14 percent). Enlisted men are assigned primarily to infantry (19 percent) and electrical/mechanical equipment repair (18 percent).

Table 5.16. FY 2002 Occupational Areas of Selected Reserve Enlisted Personnel, by Gender (Percent)			
Occupational Code and Area		Male	Female
0	Infantry, Gun Crews, and Seamanship Specialists	19.1	2.5
1	Electronic Equipment Repairers	4.9	2.5
2	Communications and Intelligence Specialists	5.1	3.3
3	Medical and Dental Specialists	4.8	14.0
4	Other Allied Specialists	3.0	2.7
5	Functional Support and Administration	14.5	39.5
6	Electrical/Mechanical Equipment Repairers	17.9	5.8
7	Craftsmen	6.6	2.4
8	Service and Supply Handlers	11.3	11.1
9	Non-occupational*	12.7	16.2
Total		100.0	100.0
Columns may not add to total due to rounding.			
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.			
Also see Appendix Table C-21 (Occupational Area by Component and Gender).			

The April 1993 policy⁴ to open more specialties and assignments to women resulted in new opportunities for women in both the Active and Reserve Components. Women are not permitted to serve in direct ground combat roles, but positions on ships and aircraft engaging in combat are now open to women. In FY 2002, 3 percent of women served in infantry, gun crew, and seamanship specialties, as illustrated in Table 5.16, about the same as in FY 2001, but 2 percent less than in FY 2000.

The proportion of Selected Reserve women in non-traditional occupations, such as technical and craftsmen, was relatively low in FY 2002. Women were almost three times as likely than men to serve in the traditional occupational areas of medical and administration. In the future, the proportion of women enlisting in non-traditional positions in the National Guard and Reserves will depend to a considerable extent on the number of Active Component women in non-traditional skills, their willingness to join a Selected Reserve unit upon separating from active duty, and the proportion of technical skill vacancies in Guard and Reserve units. However, with the end of the military drawdown, there are fewer prior service women available to enter the Selected Reserve. Consequently, it is important to continue monitoring occupational trends by gender in both the Active and Reserve Components.

⁴ Memorandum from Les Aspin, Secretary of Defense, Subject: Policy on the Assignment of Women in the Armed Forces, April 28, 1993.

Chapter 6

SELECTED RESERVE OFFICER ACCESSIONS AND OFFICER CORPS

This chapter describes demographic characteristics of Selected Reserve officer accessions and commissioned officers in FY 2002.¹ The total officer accessions for Reserves increased in FY 2002 (from 14,653 in FY 2001 to 15,463 in FY 2002). The size of the officer corps remained about the same with a slight decrease from 119,803 in FY 2001, to 119,395 in FY 2002. Figure 6.1 shows officer corps end-strengths for the Reserve Components for FYs 1974 to 2002.

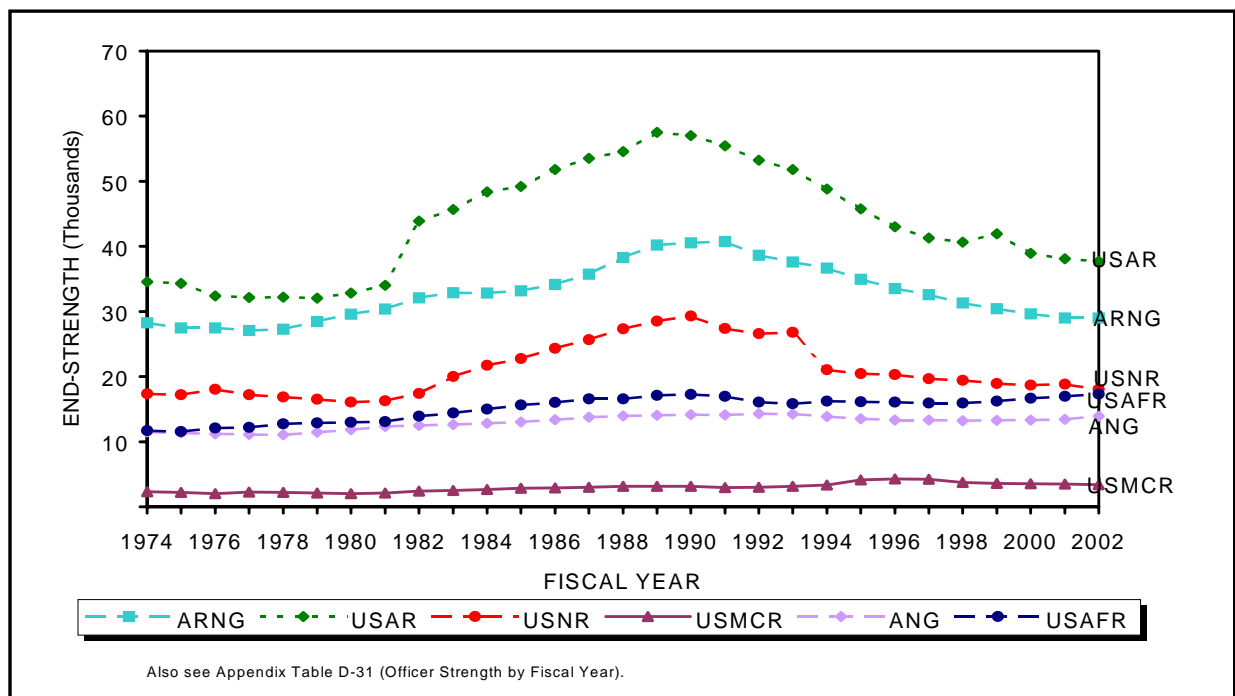


Figure 6.1. Reserve Components officer corps end-strength, FYs 1974–2002.

Table 6.1 compares the number and proportion of Reserve officer accessions with the officer corps. The ARNG and the USAR account for the largest proportion of Selected Reserve officers. The two Army components comprise 56 percent of Reserve officer accessions and 56 percent of Reserve officer end-strength. Overall, there was a slight increase in accessions from FY 2001 to FY 2002. End-strength, however, fell slightly from FY 2001 to FY 2002. In particular, end-strength decreased in the USAR, USNR and USMCR, but increased slightly in the Air Force components (the ANG and USAFR) and remained virtually the same in the ARNG.

¹ Data are for commissioned officers; warrant officers are excluded. A brief look at Reserve Component warrant officers is provided in Appendix Tables C-34 and C-35.

Table 6.1. FY 2002 Selected Reserve Officer Accessions and Officer Corps End-Strength (Number and Percent)				
Components	Reserve Officer Accessions		Reserve Officer Corps End-Strength	
	Number	Percent	Number	Percent
Army National Guard	3,130	20.2	29,023	24.3
Army Reserve	5,496	35.5	37,710	31.6
Naval Reserve	2,932	19.0	18,060	15.1
USMC Reserve	745	4.8	3,370	2.8
Air National Guard	1,367	8.8	13,930	11.7
Air Force Reserve	1,793	11.6	17,302	14.5
Total	15,463	100.0	119,395	100.0
Columns may not add to total due to rounding. Also see Appendix Tables C-23 (Officer Accessions by Age and Component) and C-24 (Officers by Age and Component).				

Characteristics of Selected Reserve Officer Accessions and Officer Corps

Age. The differing missions and force structures of the Reserve Components affect the age composition of the officer corps as shown in Figure 6.2. The USAFR, USAR and USNR, have the largest proportions of officers aged 40 and older (58, 54, and 53 percent, respectively). The ARNG, USMCR and ANG have smaller proportions of officers 40 or older (35, 46, and 49 percent, respectively). The ARNG, ANG and USAR have the greatest proportions of officers aged 29 and younger (14, 7 and 6, percent, respectively), while the USNR has the smallest proportion of officers aged 29 and younger (2 percent).

Recruiting policies affect the age structure of the Selected Reserve officer corps. As in the Active Components, one might expect the USMCR to have a greater proportion of younger officers than the other Reserve Components. However, this is not the case. The USMCR's policy to recruit only officers with prior military service increases the age of its officers.

Race/Ethnicity. Table 6.2 shows the FY 2002 Selected Reserve officer accessions and officer corps by race/ethnicity. The proportions of Black and Hispanic officer accessions in the Selected Reserve (10 and 4 percent, respectively) are almost the same as the proportions in the Active Components (9 and 5 percent, respectively). In FY 2002, the Selected Reserve accessed the same proportion of new officers of "Other" race/ethnicity as the Active Components (7 percent).

The Army components of the Selected Reserve have the highest proportions of Black (ARNG – 8 percent, USAR – 16 percent) and Hispanic (ARNG and USAR 5 percent, each) officers. The USNR has the lowest percentage of Blacks (4 percent); the USNR and USAFR both have less than 3 percent Hispanic officers – the lowest of the Reserve Components. In the remaining components, the proportion of Black officers is approximately 4 to 6 percent and the

proportion of Hispanic officers is slightly above 3 percent. The Reserve Components maintained an equal percentage of officers of the “Other” race/ethnicity group as the Active Components (5 percent).

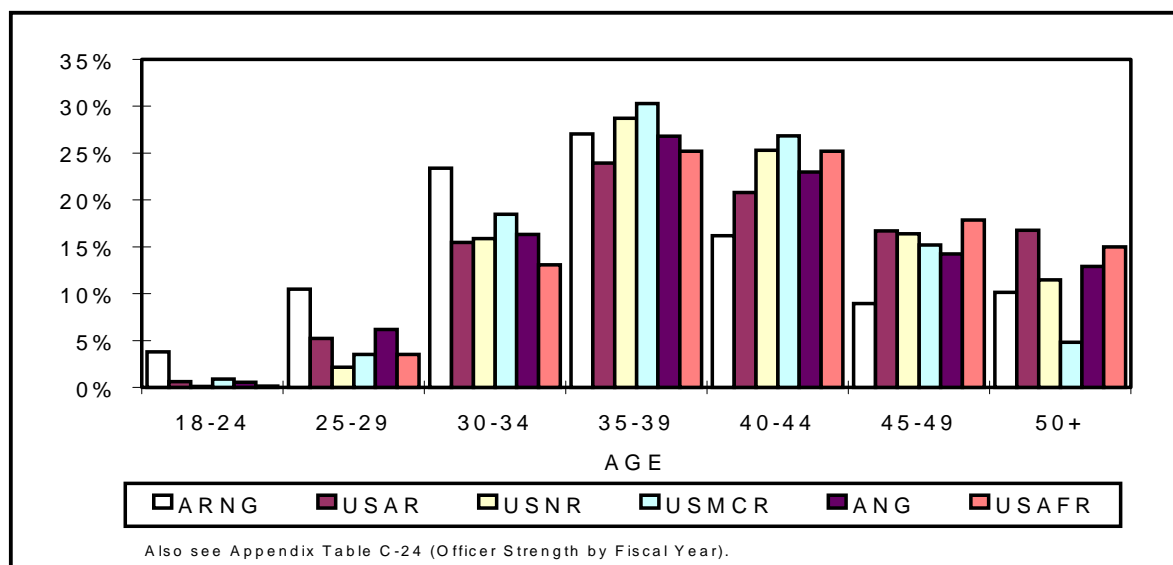


Figure 6.2. Percent of Selected Reserve officer corps by age group, FY 2002.

Gender. Women comprise nearly 19 percent of both the Selected Reserve officer accessions and the Selected Reserve officer corps, as shown in Table 6.3. The proportion of Selected Reserve female officer accessions is approximately the same as in the Active Components (19 percent each). However, the proportion of women in the Selected Reserve officer corps is larger than in the Active Components (19 and 16 percent, respectively), due to higher retention among female officers in the Reserve Components.

The impact of force structure and mission diversity is reflected in the distribution of women officers among the Reserve Components. The proportion of female officers in the USMCR is 5 percent, while 25 percent each of the USAR and USAFR officers are female. Reasons for this divergence are discussed in the portion of this chapter dealing with the occupational assignment of officers.

Marital Status. In FY 2002, the proportion of Selected Reserve officer accessions and officers who were married was higher than for enlisted members. As in the Active Components, more males were married than females. Table 6.4 shows that the proportion of married male Selected Reserve officers (77 percent) is larger than the proportion of the male civilian college graduate labor force who are married (71 percent). The proportion of married female Selected Reserve officers (57 percent) is lower than for the comparable married, female, civilian college graduate labor force (61 percent).

Table 6.2. FY 2002 Selected Reserve Officer Accessions and Officer Corps, by Race/Ethnicity (Percent)					
Components	White	Black	Hispanic	Other	Total
SELECTED RESERVE OFFICER ACCESSIONS					
Army National Guard	82.1	9.7	3.9	4.4	100.0
Army Reserve	70.9	13.7	4.4	11.0	100.0
Naval Reserve	88.6	3.9	3.2	4.3	100.0
USMC Reserve	84.0	7.1	4.8	4.0	100.0
Air National Guard	85.9	5.8	3.7	4.6	100.0
Air Force Reserve	83.4	8.7	2.1	5.9	100.0
Total DoD	79.9	9.5	3.7	6.9	100.0
SELECTED RESERVE OFFICER CORPS					
Army National Guard	84.0	7.8	4.6	3.6	100.0
Army Reserve	73.5	15.9	4.9	5.7	100.0
Naval Reserve	89.7	3.9	2.3	4.1	100.0
USMC Reserve	88.7	4.5	3.7	3.1	100.0
Air National Guard	86.8	5.3	3.2	4.7	100.0
Air Force Reserve	86.2	6.2	2.8	4.9	100.0
Total DoD	82.3	9.1	3.9	4.6	100.0
Rows may not add to total due to rounding. Also see Appendix Table C-27 (Race/Ethnicity by Component).					

Table 6.3. FY 2002 Selected Reserve Female Officer Accessions and Officer Corps (Percent)							
	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DoD Total
Officer Accessions	13.2	23.4	14.8	7.0	16.6	25.3	18.6
Officer Corps	10.7	24.9	17.5	5.0	15.2	25.0	18.6
Also see Appendix Table C-25 (Gender by Component).							

Source of Commission. Each Reserve Component applies its own selection procedures for officer candidates. Many officers who transfer from an Active Component already possess at least a college degree. Officer candidates who do not have a degree undergo rigorous selection procedures and must successfully complete an officer candidate or training school. Forty-one percent of Army Reserve officer accessions were commissioned through the Reserve Officer Training Corps (ROTC). Over a quarter of USNR officer accessions were also commissioned through ROTC.

Table 6.4. FY 2002 Selected Reserve Officers and Enlisted Members who were Married, and in Dual-Service Marriages, by Gender, and Civilians (Percent)								
Gender	Reserve Officer Accessions	Civilians ¹	Reserve Officer Corps	Dual-Service Marriages	Civilians ²	Reserve Enlisted Members	Dual-Service Marriages	Civilians ³
Male	59.0	49.4	76.5	5.5	71.2	50.4	4.3	55.7
Female	48.2	54.2	57.4	47.5	61.0	34.2	41.2	52.8
Total	56.1	52.0	72.7	11.3	66.5	47.6	8.9	54.3
Also see Appendix Tables C-16 (Enlisted Members by Age, Marital Status, and Gender) and C-26 (Officers by Gender, Marital Status, and Component).								
¹ 21- to 35-Year-Old Civilian College Graduates								
² Civilian College Graduates in the Work Force								
³ 18- to 49-Year-Old Civilians								
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001 – September 2002.								

Table 6.5. FY 2002 Source of Commission of Selected Reserve Officer Accessions (Percent)							
Source of Commission	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DOD Total
Service Academy	1.7	4.4	15.9	6.0	9.7	15.1	7.8
ROTC–Scholarship	2.7	14.9	22.8	0.0	6.8	13.0	12.3
ROTC–No Scholarship	7.0	26.1	4.0	14.1	12.9	15.0	15.0
OCS/OTS/PLC	0.2	4.2	16.9	73.3	9.3	19.5	11.4
ANG AMS/ARNG OCS	3.2	6.7	0.0	0.0	8.9	3.2	4.2
Direct Appointment	3.3	22.7	27.1	0.0	14.9	30.1	18.7
Other ¹	81.6	1.3	4.6	0.0	37.6	4.2	21.7
Unknown	0.3	19.6	8.7	6.6	0.0	0.0	9.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.							
Also see Appendix Table C-33 (Officers by Source of Commission and Component).							
¹ All ARNG officers receive their commission from one of the sources listed here. The reason the majority of ARNG officer accessions are listed as “Other,” however is because most of ARNG officer accessions are prior service and commission source is not transferred in the personnel data system.							

Table 6.5 shows the sources of commission that each of the Reserve Components most frequently use. The USAR, USNR and USAFR use direct appointment as a source of commission more than the other Components. In fact, the USNR and USAFR use direct appointment as their largest source of commissions. The overwhelming majority of USMCR officer accessions (73 percent) obtained their commissions through OCS or the Marine Corps Platoon Leader Class (PLC). PLC is a split-training program in which candidates normally attend officer training in the summers after their junior and senior years of college. The Army

components rely heavily on ROTC, primarily without scholarships, and the ANG uses other programs as their main source of commission.²

Education. The Reserve Components also tend to vary in the educational attainment levels of its officer accessions (Table 6.6). Overall in FY 2002, 81 percent of Reserve officer accessions were at least college graduates (bachelor and/or advanced degrees). The USNR and the USMCR had the highest proportions of officer accessions with at least a college degree (98 and 95 percent, respectively). In the other components, the percentage of officer accessions with degrees ranged from 69 percent in the ARNG to 92 percent in the Air Force Reserve.

Table 6.6. FY 2002 Educational Attainment of Selected Reserve Officer Accessions and Officer Corps (Percent)							
Educational Attainment*	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DoD Total
SELECTED RESERVE OFFICER ACCESSIONS							
Less than College Graduate	30.8	19.4	1.6	5.5	25.0	7.6	18.6
College Graduate (B.A., B.S., etc.)	59.1	55.9	67.7	79.7	49.4	53.5	58.3
Advanced Degree (M.A., Ph.D., etc.)	10.1	24.7	30.7	14.8	25.6	38.9	23.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
SELECTED RESERVE OFFICER CORPS							
Less than College Graduate	12.6	14.2	1.6	0.5	4.9	2.8	9.0
College Graduate (B.A., B.S., etc.)	65.0	50.3	57.8	68.8	65.0	47.7	56.9
Advanced Degree (M.A., Ph.D., etc.)	22.4	35.5	40.6	30.7	30.1	49.5	34.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. * Excludes unknowns. Also see Appendix Table C-28 (Education by Component).							

Overall in the Reserve Components, the proportion of officers with at least an undergraduate degree is higher than that of its officer accessions, though the difference is slight. This difference is most evident, however, in the ANG where 75 percent of accessions and 95 percent of the officer corps have a college degree, and in the ARNG where 69 percent of accessions and 87 percent of the officer corps have a college degree.

Several factors help explain why more officers have college degrees than do officer accessions. A number of Selected Reserve accessions have college credits but have not yet earned a degree when they join the Selected Reserve. Because of Service emphasis on an educated officer corps, many individuals join to take advantage of educational opportunities and

² For Reserve Component commissioned officer accessions, "other" sources of commission are defined as: Merchant Marine Academy, Aviation Cadet, and Aviation Training Program.

education financing (e.g., the Montgomery G.I. Bill), and many non-degreed officers complete their college education while serving in the Selected Reserve.

Representation Within Occupations. The distribution of officers across occupational areas is shown in Table 6.7 for Active and Reserve Components. Overall, the largest proportions of officers in the Reserve and Active Components are assigned to tactical operations and health care positions (55 percent each). However, due to assigned missions, the Reserve Components have a smaller proportion than the Active Components in tactical operations (33 and 36 percent, respectively), but a greater proportion of officers in health care (22 and 18 percent, respectively).

Table 6.7. FY 2002 Occupational Areas of Active and Selected Reserve Officer Corps (Percent)		
Occupational Area	Active Components	Reserve Components
General Officers and Executives *	0.4	0.5
Tactical Operations	35.8	32.8
Intelligence	5.1	5.5
Engineering and Maintenance	11.9	9.7
Scientists and Professionals	5.5	6.8
Health Care	17.7	21.8
Administration	6.1	7.2
Supply, Procurement, and Allied Occupations	9.1	9.9
Non-Occupational**	8.4	5.9
Total	100.0	100.0
Columns may not add to total due to rounding.		
* Reserve Components calculations do not include 704 O-6 officers classified as general or executive officers by the Services (4 - ARNG, 5 - USAR, 293 - USMCR, 231 - ANG, and 171 - USAFR).		
** Non-occupational includes patients, students, those with unassigned duties, and unknowns.		
Also see Appendix Tables B-37 (Occupational Area by Service and Gender) and C-31 (Occupational Area by Component).		

Differences in occupational assignment among the Reserve Components are shown in Table 6.8. With the exception of the USAR, the largest proportion of officers in each component is in tactical operations. Among the Reserve components, the ARNG and USMCR have the greatest proportions of officers in tactical operations (46 and 59 percent, respectively). The USAR has the smallest proportion of officers in tactical operations (17 percent).

Many Selected Reserve officers are health care professionals. The USAR and USAFR have the greatest proportion of officers in health care occupations (33 and 26 percent, respectively). Health care comprises the second largest percentage of officers in the USAFR, ANG and USNR (26, 16 and 21 percent, respectively). Relatively few Reserve officers are in intelligence, science and professional, and administrative occupations.

Table 6.8. Comparison of FY 2002 Occupational Area Distribution of Officers, by Active and Reserve Component (Percent)									
Active and Reserve Components	Occupational Area*								
	0**	1	2	3	4	5	6	7	8
ARMY									
Active Component	0.5	34.7	6.1	11.8	6.8	20.6	6.7	10.4	2.4
Army National Guard	0.6	45.5	3.3	8.0	3.6	10.4	5.8	10.2	12.7
Army Reserve	0.3	17.4	4.7	8.5	10.7	32.8	8.3	13.3	4.0
NAVY									
Active Component	0.4	38.2	3.9	10.4	3.9	21.1	4.2	6.2	11.8
Naval Reserve	0.3	39.0	11.1	10.7	4.0	20.8	6.5	6.5	1.2
MARINE CORPS									
Active Component	0.5	51.5	4.9	8.1	3.0	0.0	6.2	13.8	12.0
USMC Reserve	0.3	58.5	5.0	7.7	5.7	0.0	6.3	14.8	1.7
AIR FORCE									
Active Component	0.4	31.5	5.1	13.9	6.1	16.4	7.0	8.9	10.8
Air National Guard	1.2	37.9	2.7	13.5	4.6	16.0	9.1	6.5	8.6
USAF Reserve	0.5	30.2	7.2	11.3	8.7	26.1	6.3	7.6	2.1
Rows may not add to total due to rounding. * Occupational Area Codes: 0=General Officers, 1=Tactical Operations, 2=Intelligence, 3=Engineering and Maintenance, 4=Scientists and Professionals, 5=Health Care, 6=Administration, 7=Supply, Procurement, and Allied, 8=Non-occupational. ** Reserve Components calculations do not include 704 O-6 officers classified as general or executive officers by the Services (4 - ARNG, 5 - USAR, 293 - USMCR, 231 - ANG, and 171 - USAFR). Also see Appendix Tables B-37 (Occupational Area by Service and Gender) and C-30 (Occupational Area by Component).									

Women and occupational assignments. The occupational assignments by gender of Selected Reserve officers are shown in Table 6.9. Nearly half of all female officers are assigned to health care positions, 13 percent to administration positions, and 10 percent to supply, procurement and allied occupations. As indicated in Appendix Table C-31, the assignment of women into officer occupational areas differs by component. Across components, female officers serving in health care positions range from 27 percent in the ARNG to 59 percent in the USAR. Two percent of USAR female officers hold tactical operations positions compared to 9 percent in the ANG. As in the Selected Reserve enlisted force, reasons for this distribution include the differing missions of each component; the occupational preferences of female officers; the number of female officers in Active Components possessing such skills who join a Selected Reserve unit after separation from active duty; the proportion of technical skill unit vacancies; and direct ground combat exclusion policies.

Minorities and occupational assignments. An overview of the distribution of Selected Reserve officers by race/ethnicity is provided in Table 6.10. More than half of Whites, Hispanics, and "Others" serve in either tactical operations or health care occupations. The largest proportions of White and Hispanic officers are in tactical operations (35 and 28 percent, respectively); the largest percentages of Black and "Other" racial category officers are in health care occupations (28 and 31 percent, respectively).

As detailed in Appendix Table C-32, there are race/ethnicity differences among the Reserve Components by occupational areas. For example, 60 percent of White officers in the USMCR have occupations in tactical operations, while only 36 percent of Black officers do. Other occupational areas such as health care attract members of different race/ethnic groups more uniformly. For example, in the USAFR, 41 percent of Blacks, 36 percent of "Other" minorities, and 35 percent of Hispanics serve in health care, compared to 24 percent of Whites.

Table 6.9. FY 2002 Occupational Areas of Selected Reserve Officer Corps, by Gender (Percent)			
Occupational Area	Male	Female	Total
General Officers and Executives*	0.6	0.1	0.5
Tactical Operations	39.3	5.0	32.8
Intelligence	5.4	5.7	5.5
Engineering and Maintenance	10.2	7.2	9.7
Scientists and Professionals	7.4	4.5	6.8
Health Care	15.3	49.8	21.8
Administration	5.9	12.5	7.2
Supply, Procurement, and Allied Occupations	9.9	10.3	9.9
Non-Occupational**	6.1	5.0	5.9
Total	100.0	100.0	100.0
Columns may not add to total due to rounding. * Calculations do not include 682 male and 22 female O-6 officers classified as general or executive officers by the Services. ** Non-occupational includes patients, students, those with unassigned duties, and unknowns. Also see Appendix Table C-31 (Occupational Area by Component and Gender).			

Table 6.10. FY 2002 Occupational Areas of Selected Reserve Officer Corps, by Race/Ethnicity (Percent)					
Occupational Area	White	Black	Hispanic	Other	Total
General Officers and Executives*	0.6	0.2	0.2	0.2	0.5
Tactical Operations	35.4	16.9	27.5	23.3	32.8
Intelligence	5.7	3.0	4.9	5.7	5.5
Engineering and Maintenance	9.5	10.9	10.3	10.4	9.7
Scientists and Professionals	7.1	5.4	5.1	5.9	6.8
Health Care	20.4	27.7	23.9	31.2	21.8
Administration	6.6	12.1	8.3	6.1	7.2
Supply, Procurement, and Allied	9.1	17.0	12.7	8.5	9.9
Non-Occupational**	5.5	6.9	7.2	8.8	5.9
Total	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. * Calculations do not include 664 White, 17 Black, 10 Hispanic, and 13 Other O-6 officers classified as general or executive officers by the Services. ** Non-occupational includes patients, students, those with unassigned duties, and unknowns. Also see Appendix Table C-32 (Occupational Areas by Component and Race/Ethnicity).					

Chapter 7

U. S. COAST GUARD

The U.S. Coast Guard (USCG), sometimes referred to as “America’s Shield of Freedom,” is the nation’s oldest continuous seagoing service. The USCG traces its history to 1790 with the introduction of the Revenue Cutter Service, whose mission was the enforcement of the first Congressional tariff laws enacted under the Constitution. Today’s Coast Guard is actually a combination of five former Federal agencies. In addition to the Cutter Service, these agencies include the Lighthouse Service, the Steamboat Inspection Service, the Bureau of Navigation, and the Lifesaving Service.¹ The multiple missions and responsibilities of today’s Coast Guard can be traced back to these initial agencies with five strategic goals today—maritime safety, maritime mobility, maritime security, national defense, and protection of natural resources.²

In March of 2003, USCG jurisdiction changed from the Department of Transportation (DoT) to the Department of Homeland Security. Even though the USCG is not situated in the Department of Defense, it is at all times an armed force—a full-time military organization with a true peacetime mission. During times of war or at the direction of the President, the USCG functionally transfers to the Department of Defense under the Secretary of the Navy. The Coast Guard’s priorities shifted in the aftermath of the September 11th terrorist attacks and funding shifted from its traditional mission to support large-scale port security operations.³

In this chapter, the characteristics of both the Active and Reserve Components of the USCG are presented. Comparisons are presented for applicants (active enlisted only), accessions, and end-strength for enlisted members, officer corps, and warrant officers. Where applicable, comparisons include overall DoD⁴ figures and comparable civilian data for reference.

Characteristics of Active Component Non-Prior Service Applicants

As with the other Armed Forces, the USCG has entrance standards for age, physical fitness, maximum number of dependents, citizenship status, moral character, and mental ability to include minimum scores on the Armed Forces Qualification Test (AFQT). In this section various demographic characteristics of USCG active component enlisted applicants along with similar overall DoD figures and civilian comparisons are reported.

In FY 2002, a total of 11,041 individuals without prior military experience applied to serve in the USCG, more than the 8,901 in FY 2001. The distribution of FY 2002 USCG and overall DoD Active Component NPS applicants’ race/ethnicity by gender is shown in Table 7.1. Eighty-six percent of the USCG applicants were male (Appendix Table E-2), of whom 78 percent were White, 6 percent Black, 10 percent Hispanic, and 7 percent “Other.” For female

¹ URL: http://www.uscg.mil/hq/g-cp/history/h_USCGhistory.html.

² Fiscal Year 2002 Coast Guard Report: FY 2001 Performance Report and FY 2003 Budget in Brief. URL: http://www.uscg.mil/news/reportsandbudget/2002_report.pdf.

³ Ibid.

⁴ Overall DoD refers to the combined total of the Army, Navy, Marine Corps, and Air Force.

applicants, 74 percent were White, 8 percent Black, 7 percent Hispanic, and 10 percent “Other.” Additional statistics on applicant characteristics (e.g., age, education levels, and AFQT scores, by gender and race/ethnicity) are contained in Appendix E, Tables E-1 through E-4 for the USCG and Appendix A for the overall DoD.

Table 7.1. Race/Ethnicity by Gender of FY 2002 USCG and DoD Active Component NPS Applicants and Accessions, and Civilians 18–24 Years Old (Percent)						
Race/Ethnicity	Coast Guard ¹			DoD		
	Male	Female	Total	Male	Female	Total
NPS ACTIVE COMPONENT APPLICANTS						
White	77.7	74.0	77.1	65.6	53.7	62.9
Black	5.6	8.2	6.0	16.0	26.4	18.3
Hispanic	9.9	7.4	9.5	11.6	12.5	11.8
Other	6.8	10.4	7.3	6.9	7.5	7.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
NPS ACTIVE COMPONENT ACCESSIONS						
White	84.0	82.2	83.8	69.0	57.3	67.0
Black	4.2	6.6	4.5	14.0	23.8	15.7
Hispanic	7.9	5.2	7.6	11.1	12.2	11.3
Other	3.9	5.9	4.2	5.9	6.7	6.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
NON-INSTITUTIONALIZED CIVILIANS 18–24 YEARS OLD						
White	Black	Hispanic	Other	Total	Male	Female
65.1	14.2	15.6	5.1	100.0	49.8	50.2
Columns may not add to total due to rounding.						
¹ U.S. Coast Guard data for NPS Active Component Accessions from Coast Guard Recruiting Command.						
Also see Appendix Tables A-3 (Applicants for Active Component Enlistment by Race/Ethnicity, Service, and Gender), B-3 (NPS Active Component Enlisted Accessions by Race/Ethnicity, Service, and Gender), E-2 (Coast Guard Applicants for Active Component Enlistment by Race/Ethnicity and Gender), and E-6 (Coast Guard NPS Active Component Enlisted Accessions by Race/Ethnicity and Gender).						

Characteristics of Active Component Non-Prior Service Accessions

Of the 11,041 individuals who applied for service in the USCG, a total of 4,604 actually accessed. This number represents a 41-percent accession-to-applicant ratio, down from 43 percent in FY 2001 and 47 percent in 2000. The distribution of race/ethnicity by gender for FY 2002 Coast Guard and overall DoD Active Component NPS accessions is shown in Table 7.1. Eighty-eight percent of USCG NPS accessions were male (Appendix Table E-6), of whom 84 percent were White, 4 percent Black, 8 percent Hispanic, and 4 percent “Other.” Of the female USCG accessions, 82 percent were White, 7 percent Black, 5 percent Hispanic, and 6 percent “Other.” Overall, USCG accessions were more likely to be White and male than accessions in DoD. The proportion of Black USCG accessions is approximately one-quarter of the percentage for the overall DoD.

Age. While the overall acceptable age range for enlistment in the Armed Services is between 17 and 35, the USCG further restricts its new accessions to the 17 to 27 age range. In FY 2002, 89 percent of USCG NPS accessions fell in the 18 to 24 age range as compared to 86 percent of overall DoD accessions, and 38 percent of the comparable civilian population. Age differences are explained, in part, by different age requirements in each Service. The Army and

Navy (accounting for 62 percent of overall DoD NPS accessions) accept 17 to 35 year olds. For detailed age statistics, see Appendix Table E-5 for USCG and Appendix Table B-1 for overall DoD figures.

Education. As shown in Table 7.2, almost 90 percent of USCG NPS accessions in FY 2002 were regular high school diploma graduates. The USCG accepted nearly 11 percent GED holders this year, but no applicants without education credentials were accepted for duty in the Coast Guard. For both the USCG and DoD as a whole, the overall percentage of accessions with high school credentials, either diplomas or GED certificates, was 99 percent, exceeding the comparable civilian group at 79 percent.

Table 7.2. Education Levels and AFQT Categories of FY 2002 USCG and DoD Active Component NPS Accessions and Civilians 18–24 Years Old (Percent)			
Education Level	Coast Guard ¹	DoD ²	18- to 24-Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher	88.8	91.9	79.4
Tier 2: GED, Alternative Credentials	11.2	7.2	
Tier 3: No Credentials	0.0	0.8	20.6
Total	100.0	100.0	100.0
College Experience (Part of Tier 1)	4.7	8.5	46.7
Columns may not add to total due to rounding.			
* Civilian numbers/percentages for education combine Tiers 1 and 2; civilian data include GED certificates with high school graduate rates.			
¹ U.S. Coast Guard education tier data from Coast Guard Recruiting Command.			
² Service data from OUSD(P&R)(MPP)/Accession Policy have been reviewed and updated by the Services for official submission. Data presented in this table may differ slightly from the data shown in appendix tables that are taken from DMDC's USMEPCOM Edit File. Also see Appendix Tables B-7 (NPS Active Component Enlisted Accessions by Education, Service, and Gender) and E-8 (Coast Guard NPS Active Component Enlisted Accessions by Education, Gender, and Race/Ethnicity).			

Characteristics of Active Component Enlisted Force⁵

At the end of FY 2002, the enlisted end-strength of the USCG stood at 29,767, up from 28,046 in FY 2001.⁶ The FY 2002 Coast Guard enlisted force was 90 percent male and 10 percent female. Relative to the overall DoD, proportionally the Coast Guard has more male enlisted members (85 and 90 percent, respectively).

Race/Ethnicity. The distribution of race/ethnicity by gender for FY 2002 USCG and overall DoD Active Component enlisted members along with the applicable civilian comparison group is shown in Table 7.3. Relative to the comparable civilian population, the USCG enlisted force was more likely to be White (68 and 83 percent, respectively) and less likely to be Black (13 and 6 percent, respectively) or Hispanic (14 and 7 percent, respectively). Furthermore, compared to the overall DoD enlisted force, members of the USCG are more likely to be White and less likely to be minorities, particularly Black (6 percent Black in the USCG vs. 22 percent Black in the DoD).

⁵ There may be discrepancies between data provided in text and the chapter's textual tables and the data provided in the appendix tables. Appendix tables are provided by the Defense Manpower Data Center (DMDC) and in many cases may not match official Coast Guard data represented in this chapter. As a rule, information is provided by DMDC, except where noted.

⁶ Enlisted end-strength data provided by U.S. Coast Guard Workforce Forecasting & Analysis Staff.

Age. Youth dominates enlisted members, particularly in the overall DoD, where nearly half (49 percent) of the force was 24 years or younger compared to 43 percent in the USCG (Table 7.4). Thirty-nine percent of the USCG enlisted force was 30 years of age or older as compared to 33 percent of the overall DoD, and 75 percent of the civilian group. Though the USCG enlisted force tends to be older than the overall DoD enlisted force, it is considerably younger than the comparable civilian group.

Table 7.3. Race/Ethnicity by Gender of FY 2002 USCG and DoD Active Component Enlisted Members and Civilians 18–44 Years Old (Percent)						
Race/Ethnicity	Coast Guard			DoD		
	Male	Female	Total	Male	Female	Total
	ACTIVE COMPONENT ENLISTED MEMBERS					
White	83.1	76.7	82.5	64.3	48.9	62.0
Black	5.3	10.6	5.8	19.5	34.3	21.8
Hispanic	7.3	6.7	7.2	9.9	10.1	10.0
Other	4.3	6.1	4.5	6.3	6.7	6.3
Total	100.0	100.0	100.0	100.0	100.0	100.0
CIVILIANS 18–44 YEARS OLD						
White	Black	Hispanic	Other	Total	Male	Female
68.4	12.6	13.9	5.1	100.0	53.6	46.4
Columns may not add to total due to rounding. Also see Appendix Tables B-25 (Active Component Enlisted Members by Race/Ethnicity, Service, and Gender) and E-15 (Coast Guard Active Component Enlisted Members by Race/Ethnicity and Gender).						

Table 7.4. Age of FY 2002 USCG and DoD Active Component Enlisted Members and Civilians (Percent)			
Age	Coast Guard	DoD	Civilian Labor Force 17 and Older
17–19	7.3	10.8	4.5
20–24	35.2	37.9	10.3
25–29	20.7	18.9	10.4
30–34	14.0	13.0	11.5
35–39	12.4	12.2	12.4
40–44	8.2	5.7	13.6
45–49	1.8	1.3	12.4
50+	0.4	0.2	25.0
Unknown	0.0	0.1	0.0
Total	100.0	100.0	100.0
Columns may not add to total due to rounding. Also see Appendix Tables B-23 (Active Component Enlisted Members by Age Group, Service, and Gender) and E-14 (Coast Guard Active Component Enlisted Members by Age Group and Gender).			

Representation Within Occupations. The representation of USCG enlisted force by race/ethnicity and gender in occupational areas with the overall DoD rates for comparison is presented in Table 7.5. The USCG is unique in that all occupations are open to both men and women—there are no combat restrictions. However, women were still underrepresented in the infantry, gun crews, and seamanship specialties compared to men in the USCG (9 and 17

percent, respectively). Restructuring of the Coast Guard's aviation rating from late FY 1997 through FY 1999 with additional reclassification occurring in FYs 2000 and 2002 led to some changes in occupational area distributions. The most notable differences were an increase in the number of positions classified as infantry, gun crews, and seamanship with a corresponding decrease in electrical/mechanical equipment repair. In FY 2000 there was a decrease in infantry, gun crews, and seamanship with increases in electrical/mechanical equipment repair and electronic equipment repair. Then, in FY 2002 there was an increase in electrical/mechanical equipment repair with a corresponding decrease in electronic equipment repair as the USCG moved jobs into the appropriate occupational code to reflect updated job requirements. In FY 2002, no significant restructuring of occupational areas took place. FY 2002 percentages remained roughly in the same proportions as percentages for FY 2001.

Table 7.5. Occupational Areas of FY 2002 USCG and DoD Active Component Enlisted Personnel by Race/Ethnicity and Gender (Percent)									
Occupational Codes and Areas		Coast Guard						USCG Total	DoD Total
		Male	Female	White	Black	Hispanic	Other		
0	Infantry, Gun Crews, and Seamanship Specialists	17.0	9.4	17.6	4.3	12.6	13.6	16.3	16.7
1	Electronic Equipment Repairers	8.0	2.5	7.6	5.6	5.7	8.8	7.4	9.4
2	Communications and Intelligence Specialists	5.2	6.8	5.2	7.2	5.6	5.4	5.4	9.3
3	Medical and Dental Specialists	2.0	5.9	2.0	5.0	3.9	3.7	2.4	6.7
4	Other Allied Specialists	5.5	5.2	5.7	4.1	3.7	7.0	5.5	2.8
5	Functional Support and Administration	11.5	35.5	11.7	37.4	18.2	16.8	13.9	16.0
6	Electrical/Mechanical Equipment Repairers	18.4	7.3	17.3	14.6	18.9	18.6	17.3	20.5
7	Craftsmen	13.5	3.3	12.8	8.3	13.0	10.3	12.5	3.7
8	Service and Supply Handlers	1.2	0.1	1.3	0.1	0.4	1.3	1.1	8.8
9	Non-Occupational*	17.6	23.9	18.8	13.6	18.1	14.6	18.2	6.2
Total		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.									
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.									
** Less than one-tenth of one percent.									
Also see Appendix Tables B-29 (Active Component Enlisted Members by Occupational Area, Service, and Gender) and E-16 (Coast Guard Active Component Enlisted Members by Occupational Area, Gender, and Race/Ethnicity).									

Historically, all new USCG enlisted members were directly assigned to field units before attending specialty training in the A-schools where the introductory job-specific training courses are taught. Presently, an effort is being made to assign more recruits directly to A-schools in critical specialties. Approximately 15 percent of USCG recruits go directly to advanced training after basic training. A USCG member is admitted to any A-school for which he or she is

qualified based on the individual's ASVAB scores.⁷ Training takes place as openings become available, which may explain the higher percentage of those classified as non-occupational in the USCG enlisted force compared to the overall DoD (18 and 6 percent, respectively).

Characteristics of Active Component Officers

The USCG uses a variety of officer commissioning programs. These include programs for civilians and active USCG enlisted members and warrant officers to become commissioned officers. In FY 2002, the USCG commissioned a total of 559 new officers, up from 503 in FY 2001. The USCG commissioned officer corps stood at 5,803 at the end of FY 2002, up from FY 2001 when the end-strength stood at 5,594.⁸

Source of Commission. In Table 7.6, the distribution of new USCG officers (accessions) and current officers (corps) by source of commission is presented with applicable overall DoD figures for comparison. The USCG relies heavily on the U. S. Coast Guard Academy for its officer accessions. The USCG gets over half (56 percent) of its new officers from its Academy and Officer Candidate School as compared to 45 percent for DoD officer accessions. This difference can be explained almost entirely by the fact that the USCG does not have an ROTC program. The fact that an even greater proportion of the USCG officer corps compared to USCG officer accessions were academy graduates is an indication that the retention rate for graduates is higher than for the other sources of officers.

Table 7.6. FY 2002 USCG and DoD Active Component Officer Accessions and Officer Corps by Source of Commission (Percent)				
Source of Commission	Officer Accessions		Officer Corps	
	Coast Guard ¹	DoD	Coast Guard ¹	DoD
Academy	28.8	15.1	46.2	17.7
ROTC – Scholarship	0.0	15.6	0.0	24.2
ROTC – No Scholarship	0.0	17.0	0.0	15.0
OCS/OTS	27.2	29.5	33.3	21.4
Direct Appointment	15.4	11.2	9.8	13.9
Other	28.6	11.5	10.8	7.8
Total	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Percentages do not include "Unknown" data. ¹ Data provided by U.S. Coast Guard Workforce Forecasting & Analysis Staff. Also see Appendix Tables B-40 (Active Component Officer Corps by Source of Commission, Service, and Gender), B-41 (Active Component Officer Corps by Source of Commission), and E-20 (Coast Guard Active Component Officer Accessions and Officer Corps by Source of Commission, Gender, and Race/Ethnicity).				

Race/Ethnicity and Gender. The USCG percentage of Whites was slightly higher than the overall DoD rate for officer accessions (83 and 79 percent, respectively) and officers (86 and 83 percent, respectively), as shown in Table 7.7. By gender, the USCG officer accessions were

⁷ USCG Frequently Asked Questions About Recruiting. URL: <http://www.gocoastguard.com/faq.html>.

⁸ Commissioned officer information provided by U.S. Coast Guard Workforce Forecasting & Analysis Staff

equally as likely to be male as were DoD officer accessions (80 percent each). However, members of the USCG's officer corps were slightly more likely to be male than were DoD officers (86 and 84 percent, respectively).

Table 7.7. Race/Ethnicity and Gender of FY 2002 USCG and DoD Active Component Officer Accessions and Officer Corps (Percent)				
Race/Ethnicity	Officer Accessions		Officer Corps	
	Coast Guard ¹	DoD	Coast Guard ¹	DoD
White	83.2	79.0	85.8	82.5
Black	5.2	9.1	4.9	8.5
Hispanic	6.5	5.2	4.7	4.1
Other	5.1	6.7	4.6	4.9
Total	100.0	100.0	100.0	100.0
Gender				
Male	80.2	80.9	86.3	84.4
Female	19.8	19.1	13.7	15.6
Total	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.				
¹ Data provided by U.S. Coast Guard Workforce Forecasting & Analysis Staff. Also see Appendix Tables B-32 (Active Component Officer Accessions and Officer Corps by Gender and Service), B-34 (Active Component Officer Accessions and Officer Corps by Race/Ethnicity and Service), and E-18 (Coast Guard Active Component Officer Accessions and Officer Corps by Race/Ethnicity and Gender).				

Representation Within Occupations. Because the USCG does not have any combat restrictions, the same proportion of USCG female and male officers were in tactical operations. Women were underrepresented in engineering and maintenance, and overrepresented in the non-occupational area (Table 7.8).

Table 7.8. Occupational Areas of FY 2002 USCG and DoD Active Component Officer Personnel by Race/Ethnicity and Gender (Percent)								
Occupational Area	Coast Guard							DoD Total
	Male	Female	White	Black	Hispanic	Other	Total	
General Officers and Executives	0.7	0.3	0.7	0.7	0.0	0.0	0.6	0.4
Tactical Operations	38.4	38.7	39.4	25.9	33.6	38.2	38.4	35.8
Intelligence	0.5	0.5	0.5	0.0	1.5	0.4	0.5	5.1
Engineering and Maintenance	29.7	22.6	29.1	29.7	21.0	27.4	28.7	11.9
Scientists and Professionals	0.4	1.1	0.5	0.4	0.7	0.8	0.5	5.5
Health Care	0.3	0.4	0.3	1.1	0.4	0.0	0.4	17.7
Administration	8.8	7.1	8.6	7.7	7.8	9.3	8.6	6.1
Supply, Procurement, and Allied Occupations	0.7	0.3	0.6	0.7	1.1	1.2	0.7	9.1
Non-Occupational	20.5	29.1	20.2	33.9	34.0	22.8	21.6	8.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.								
Also see Appendix Tables B-37 (Active Component Officer Corps by Occupational Area and Service) and E-19 (Coast Guard Active Component Officer Corps by Occupational Area, Gender, and Race/Ethnicity).								

By race/ethnicity, Black officers were underrepresented in tactical operations and Hispanic officers were underrepresented in engineering and maintenance. Compared to the overall DoD, the USCG officer corps comprised, proportionally, more engineering and maintenance officers and fewer health care providers. The difference in health care can be partially explained by the USCG's reliance on the Public Health Service for some of its medical and dental care.

Warrant Officers

In FY 2002, the USCG accessed a total of 182 new warrant officers; the warrant officer end-strength was 1,474.⁹ The distribution by race/ethnicity and gender of USCG warrant officer accessions and warrant officers with overall DoD rates for comparison is presented in Table 7.9. In general, USCG warrant officers were more likely to be White compared to their DoD counterparts.

Table 7.9. FY 2002 USCG and DoD Active Component Warrant Officer Accessions and Officer Corps by Race/Ethnicity and Gender (Percent)				
Race/Ethnicity	Warrant Officer Accessions		Warrant Officer Corps	
	Coast Guard ¹	DoD	Coast Guard ¹	DoD
White	87.1	73.5	86.5	73.5
Black	7.6	16.1	7.2	16.7
Hispanic	4.1	5.1	3.6	5.1
Other	1.2	5.3	2.7	4.8
Total	100.0	100.0	100.0	100.0
Gender				
Male	87.8	93.4	94.5	93.4
Female	12.2	6.6	5.5	6.6
Total	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. ¹ Data provided by U.S. Coast Guard Workforce Forecasting & Analysis Staff. Also see Appendix Tables B-44 (Active Component Warrant Officer Accessions and Warrant Officer Corps by Gender and Service), B-45 (Active Component Warrant Officer Accessions and Warrant Officer Corps by Race/Ethnicity and Service), and E-21 (Coast Guard Active Component Warrant Officer Accessions and Warrant Officer Corps by Race/Ethnicity and Gender).				

Characteristics of USCG Reserve Enlisted Accessions

In FY 2002, the USCG Reserve accessed a total of 1,744 new enlisted personnel up from 1,405 in FY 2001. Of these, 296 (17 percent) had no prior military experience, and 1,448 (83 percent) had served in the Armed Forces previously.

⁹ Warrant Officer accession and end-strength data provided by U.S. Coast Guard Workforce Forecasting & Analysis Staff.

Race/Ethnicity and Gender. Compared to the overall DoD, USCG Reserve enlisted accessions were more likely to be White, as shown in Table 7.10. In FY 2002, 76 percent of USCG Reserve NPS enlisted accessions were male and 24 percent were female (Appendix E, Table E-23), almost identical to the overall DoD Reserve Components (76 percent male and 24 percent female).

Table 7.10. Race/Ethnicity by Gender of FY 2002 USCG and DoD Reserve Component Enlisted Accessions and Civilians (Percent)						
Race/Ethnicity	Coast Guard			DoD		
	Male	Female	Total	Male	Female	Total
NON-PRIOR SERVICE						
White	80.1	78.6	79.7	72.9	60.5	70.0
Black	6.6	15.7	8.8	12.8	24.3	15.5
Hispanic	9.3	2.9	7.8	9.2	10.1	9.5
Other	4.0	2.9	3.7	5.1	5.1	5.1
Total	100.0	100.0	100.0	100.0	100.0	100.0
PRIOR SERVICE						
White	84.2	82.8	84.0	68.6	51.4	65.9
Black	4.1	6.0	4.4	16.3	33.8	19.1
Hispanic	7.5	6.0	7.3	8.6	7.8	8.4
Other	4.2	5.2	4.4	6.5	7.0	6.6
Total	100.0	100.0	100.0	100.0	100.0	100.0
TOTAL ACCESSIONS						
White	83.6	81.8	83.3	70.5	56.7	67.8
Black	4.5	8.3	5.2	14.7	28.3	17.4
Hispanic	7.8	5.3	7.3	8.9	9.2	8.9
Other	4.2	4.6	4.2	5.9	5.9	5.9
Total	100.0	100.0	100.0	100.0	100.0	100.0
18–24/20–39 YEAR-OLD NON-INSTITUTIONALIZED CIVILIANS						
White	Black	Hispanic	Other	Total	Male	Female
65.1/67.2	14.2/12.6	15.6/14.9	5.1/5.3	100.0	49.8/53.6	50.2/46.4
Columns may not add to total due to rounding. Also see Appendix Tables C-3 (NPS Selected Reserve Enlisted Accessions by Race/Ethnicity, Component, and Gender), C-11 (Prior Service Selected Reserve Enlisted Accessions by Race/Ethnicity, Component, and Gender), E-23 (NPS Coast Guard Reserve Enlisted Accessions by Race/Ethnicity and Gender), and E-25 (Prior Service Coast Guard Reserve Enlisted Accessions by Race/Ethnicity and Gender).						

Characteristics of Reserve Component Enlisted Force

At the end of FY 2002, the USCG Reserve enlisted force stood at 6,610.¹⁰ The race/ethnicity by gender distribution of these enlisted members is presented in Table 7.11.

¹⁰ USCG Reserve enlisted data provided by U.S. Coast Guard Workforce Forecasting & Analysis Staff.

Race/Ethnicity and Gender. Overall, USCG Reserve enlisted members were more likely to be White than either the overall DoD or the comparable civilian group. USCG Reserve enlisted members were also slightly less likely to be female than were their DoD counterparts (15 and 17 percent, respectively).

Table 7.11. Race/Ethnicity by Gender of FY 2002 USCG and DoD Reserve Component Enlisted Members and Civilian Labor Force 18–49 Years Old (Percent)						
Race/Ethnicity	Coast Guard			DoD		
	Male	Female	Total	Male	Female	Total
RESERVE ENLISTED MEMBERS						
White	85.5	77.1	84.3	70.8	56.0	68.2
Black	4.2	10.5	5.1	15.4	30.1	17.9
Hispanic	6.5	7.1	6.6	8.8	8.3	8.7
Other	3.8	5.3	4.0	5.1	5.6	5.2
Total	100.0	100.0	100.0	100.0	100.0	100.0
CIVILIAN LABOR FORCE 18–49 YEARS OLD						
White	Black	Hispanic	Other	Total	Male	Female
69.8	12.3	12.9	5.1	100.0	53.4	46.6
Columns may not add to total due to rounding. Also see Appendix Tables C-17 (Selected Reserve Enlisted Members by Race/Ethnicity, Component, and Gender) and E-27 (Coast Guard Reserve Enlisted Members by Race/Ethnicity and Gender).						

Age. In general, USCG Reserve enlisted members tended to be older than the DoD comparison group. Almost 36 percent of USCG Reserve enlisted members were 40 years of age or older, while only 25 percent of the DoD Reserve comparison group fell into this category, but 54 percent of the civilian comparison group was 40 or older (Table 7.12). This can be explained, in part, by the proportion of prior service individuals in each Service. The Coast Guard Reserve relies more on prior service recruits to fill its enlisted ranks than the overall DoD Reserve Components (83 and 53 percent prior service accessions in FY 2002, respectively). Therefore, members of the USCG enlisted force joined the Coast Guard Reserve at an older age, on average, than those joining the overall DoD Reserve Components.

Table 7.12. Age of FY 2002 USCG and DoD Reserve Component Enlisted Members and Civilians (Percent)			
Age	Coast Guard	DoD	Civilian Comparison
17–19	3.0	8.8	4.5
20–24	14.5	21.7	10.3
25–29	15.0	15.3	10.4
30–34	17.3	15.2	11.5
35–39	14.4	15.1	12.4
40–44	12.3	10.9	13.6
45–49	9.6	6.1	12.4
50+	13.9	7.1	25.0
Unknown	0.0	*	0.0
Total	100.0	100.0	100.0
*Less than one-tenth of one percent. Columns may not add to total due to rounding. Also see Appendix Tables C-15 (Selected Reserve Enlisted Members by Age Group, Component, and Gender) and E-26 (Coast Guard Reserve Enlisted Members by Age Group and Gender).			

Characteristics of Reserve Component Officers

In FY 2002, the USCG Reserve accessed a total of 233 new officers and the overall Reserve officer corps end-strength stood at 1,039.¹¹ Accessions were stable, and the corps was up slightly from FY 2001 (172 accessions and 1,028 end-strength). By race/ethnicity and gender, USCG Reserve officer accessions were more likely to be White than their peers in the DoD Reserve Components. Likewise, members of the overall USCG Reserve officer corps, were more likely to be White than were their DoD Reserve counterparts, as shown in Table 7.13.

Table 7.13. Race/Ethnicity and Gender of FY 2002 USCG and DoD Reserve Component Officer Accessions and Officer Corps (Percent)				
Race/Ethnicity	Reserve Officer Accessions		Reserve Officer Corps	
	Coast Guard	DoD	Coast Guard	DoD
White	90.1	79.9	88.9	82.3
Black	1.7	9.5	3.4	9.1
Hispanic	4.3	3.7	3.5	3.9
Other	3.9	6.9	4.3	4.6
Total	100.0	100.0	100.0	100.0
Gender				
Male	82.0	81.5	82.1	81.4
Female	18.0	18.6	17.9	18.6
Total	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Also see Appendix Tables C-25 (Selected Reserve Officer Accessions and Officers by Gender), C-27 (Selected Reserve Officer Accessions and Officers by Race/Ethnicity), and E-29 (Coast Guard Reserve Officer Accessions and Officer Corps by Race/Ethnicity and Gender).				

Source of Commission. Table 7.14 presents source of commission for Reserve officer accessions and Reserve officers in the Coast Guard and overall DoD Reserve Components. The most often cited source of commission for both new USCG Reserve officer accessions and members of the USCG Reserve officer corps was OCS/OTS.

Table 7.14. FY 2002 USCG and DoD Reserve Component Officer Accessions and Officer Corps by Source of Commission (Percent)				
Source of Commission	Reserve Officer Accessions		Reserve Officer Corps	
	Coast Guard	DoD	Coast Guard	DoD
Academy	2.9	8.6	1.7	5.7
ROTC – Scholarship	0.0	13.5	0.0	11.6
ROTC – No Scholarship	0.0	16.5	0.0	21.8
OCS/OTS	88.2	12.5	85.5	11.5
ANG AMS/ARNG OCS	0.0	4.6	0.0	16.9
Direct Appointment	0.0	20.5	0.0	30.3
Other	8.8	23.8	12.8	2.2
Total	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Percentages do not include “Unknown” data. Also see Appendix Tables C-33 (Selected Reserve Officer Accessions by Source of Commission), C-34 (Selected Reserve Officers by Source of Commission), and E-30 (Coast Guard Reserve Officer Accessions and Officers by Source of Commission).				

¹¹ USCG Reserve accession data provided by U.S. Coast Guard Workforce Forecasting & Analysis Staff.

The remainder of new officer accessions or officer corps members were commissioned via either the Coast Guard Academy or “Other” sources, such as officers trained in one military Service, but accessed or serving in another Service. The Coast Guard Reserve does not have an ROTC program.

Reserve Component Warrant Officers

In FY 2002, the USCG Reserve accessed a total of 33 new warrant officers; their end-strength was 167. The number of USCG Reserve warrant officer accessions was approximately the same as in FY 2001; end-strength decreased by 10 from 177 in FY 2001. Any differences between the USCG and overall DoD information should be interpreted with caution given the small numbers of USCG Reserve warrant officer accessions and warrant officers (Table 7.15).

Table 7.15. FY 2002 USCG and DoD Reserve Component Warrant Officer Accessions and Officer Corps by Race/Ethnicity and Gender (Percent)				
Race/Ethnicity	Reserve Warrant Officer Accessions		Reserve Warrant Officer Corps	
	USCG	DoD	USCG	DoD
White	93.9	85.9	94.0	87.5
Black	0.0	7.5	3.6	6.3
Hispanic	6.1	3.5	1.8	3.7
Other	0.0	3.1	0.6	2.6
Total	100.0	100.0	100.0	100.0
Gender				
Male	87.9	88.4	88.0	92.2
Female	12.1	11.6	12.0	7.8
Total	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Also see Appendix Tables C-35 (Selected Reserve Warrant Officer Accessions and Warrant Officers by Gender and Component), C-36 (Selected Reserve Warrant Officer Accessions and Warrant Officers by Race/Ethnicity and Component), and E- 31 (Coast Guard Reserve Warrant Officer Accessions and Warrant Officers by Race/Ethnicity and Gender).				

Closing

While the Coast Guard’s organizational positioning is unique—part of one cabinet level department during peace (Transportation¹²) and another during war or under Presidential direction (Defense)—its contributions to national defense have been significant over the years since the USCG’s creation. The USCG represents the oldest continuous seagoing service in this country and has fought in almost every war since implementation of the U.S. Constitution to include battles with pirates, the War of 1812, the Mexican War, the Seminole Indian uprising, the Spanish-American War, both world wars, Korea, Vietnam¹³, and the Persian Gulf War, where the USCG was the only Armed Force with the ship search capabilities necessary to make the embargo of seagoing goods a success.

On a daily basis numerous Coast Guard personnel are protecting our nation’s ports, shores, and waters. On a daily average the Coast Guard: responds to 20 oil and hazardous

¹² The USCG becomes an agency under the Department of Homeland Security during FY 2003.

¹³ Scheina, R. The Coast Guard at War. URL: http://www.uscg.mil/hq/g-cp/history/h_CGatwar.html.

chemical spills, conducts almost 20 maritime security boardings, seizes illegal drugs worth approximately 10 million dollars, conducts about 110 search and rescue cases, assists nearly 200 people in distress, saves 10 lives, and protects nearly three million dollars worth of property within more than 3.4 million square miles of Exclusive Economic Zones.¹⁴

The Coast Guard has always held a key role in ensuring our nation's maritime homeland security. However, the pace of security activities in and around our ports has increased tremendously since September 11th. Operation Noble Eagle, launched after the attacks of September 11, 2001, is the Coast Guard's largest homeland port security operation since World War II.¹⁵ With such varied missions, roles, and responsibilities, the U.S. Coast Guard truly is a full-time military organization with a genuine peacetime mission.

¹⁴ U.S. Coast Guard Average Day Factoids. URL: <http://www.uscg.mil/hq/g-cp/comrel/factfile/Factcards/AvgDay.html>.

¹⁵ U.S. Coast Guard Homeland Security and the New Normalcy. URL: <http://www.uscg.mil/hq/g-cp/comrel/factfile/Factcards/Homeland.htm>.

Appendix A:

Active Component Applicant Tables

Appendix data are provided by Defense Manpower Data Center (DMDC). Due to differences in data flow and definitions, values provided here will not always match official figures reported by the Directorate for Information Operations and Reports, other Department of Defense agencies, or the military services.

Table A-1. FY 2002 Applicants* for Active Component Enlistment by Age, Service, and Gender with Civilian Comparison Group

AGE	SERVICE												TOTAL DoD			17-35 YR OLD CIVILIANS		
	ARMY			NAVY			MARINE CORPS			AIR FORCE								
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
16-17	24,982	10,894	35,876	14,840	6,210	21,050	17,274	1,899	19,173	9,321	5,018	14,339	66,417	24,021	90,438	2,022,105	1,920,243	3,942,348
18	26,017	8,770	34,787	17,019	5,111	22,130	14,567	1,317	15,884	11,676	4,960	16,636	69,279	20,158	89,437	1,914,999	1,858,949	3,773,947
19	17,852	5,340	23,192	10,502	2,756	13,258	6,807	619	7,426	7,987	3,060	11,047	43,148	11,775	54,923	2,010,066	1,999,205	4,009,270
20	12,807	3,346	16,153	6,907	1,707	8,614	3,852	332	4,184	5,387	1,922	7,309	28,953	7,307	36,260	1,922,607	1,904,794	3,827,400
21	9,908	2,537	12,445	5,023	1,146	6,169	2,546	220	2,766	3,900	1,361	5,261	21,377	5,264	26,641	1,896,891	1,881,493	3,778,384
22	7,968	1,991	9,959	3,601	808	4,409	1,773	142	1,915	2,858	865	3,723	16,200	3,806	20,006	1,795,677	1,907,815	3,703,492
23	6,359	1,473	7,832	2,662	646	3,308	1,159	98	1,257	1,764	632	2,396	11,944	2,849	14,793	1,782,130	1,743,790	3,525,920
24	4,948	1,135	6,083	1,889	436	2,325	946	82	1,028	1,376	399	1,775	9,159	2,052	11,211	1,708,940	1,839,989	3,548,929
25+	18,247	4,722	22,969	6,783	1,576	8,359	2,132	174	2,306	2,777	876	3,653	29,939	7,348	37,287	19,275,821	20,052,312	39,328,134
Total	129,088	40,208	169,296	69,226	20,396	89,622	51,056	4,883	55,939	47,046	19,093	66,139	296,416	84,580	380,996	34,329,236	35,108,589	69,437,825
b. Percent																		
16-17	19.35%	27.09%	21.19%	21.44%	30.45%	23.49%	33.83%	38.89%	34.27%	19.81%	26.28%	21.68%	22.41%	28.40%	23.74%	5.89%	5.47%	5.68%
18	20.15%	21.81%	20.55%	24.58%	25.06%	24.69%	28.53%	26.97%	28.40%	24.82%	25.98%	25.15%	23.37%	23.83%	23.47%	5.58%	5.29%	5.44%
19	13.83%	13.28%	13.70%	15.17%	13.51%	14.79%	13.33%	12.68%	13.28%	16.98%	16.03%	16.70%	14.56%	13.92%	14.42%	5.86%	5.69%	5.77%
20	9.92%	8.32%	9.54%	9.98%	8.37%	9.61%	7.54%	6.80%	7.48%	11.45%	10.07%	11.05%	9.77%	8.64%	9.52%	5.60%	5.43%	5.51%
21	7.68%	6.31%	7.35%	7.26%	5.62%	6.88%	4.99%	4.51%	4.94%	8.29%	7.13%	7.95%	7.21%	6.22%	6.99%	5.53%	5.36%	5.44%
22	6.17%	4.95%	5.88%	5.20%	3.96%	4.92%	3.47%	2.91%	3.42%	6.07%	4.53%	5.63%	5.47%	4.50%	5.25%	5.23%	5.43%	5.33%
23	4.93%	3.66%	4.63%	3.85%	3.17%	3.69%	2.27%	2.01%	2.25%	3.75%	3.31%	3.62%	4.03%	3.37%	3.88%	5.19%	4.97%	5.08%
24	3.83%	2.82%	3.59%	2.73%	2.14%	2.59%	1.85%	1.68%	1.84%	2.92%	2.09%	2.68%	3.09%	2.43%	2.94%	4.98%	5.24%	5.11%
25+	14.14%	11.74%	13.57%	9.80%	7.73%	9.33%	4.18%	3.56%	4.12%	5.90%	4.59%	5.52%	10.10%	8.69%	9.79%	56.15%	57.12%	56.64%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2002.

Rows and columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Table A-2. FY 2002 Applicants* for Active Component Enlistment by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

AGE	MILITARY												17-35 YEAR OLD		
	MARRIED			UNMARRIED			TOTAL DoD			PERCENT MARRIED			MARRIED CIVILIANS		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
16-17	263	165	428	66,154	23,856	90,010	66,417	24,021	90,438	0.40%	0.69%	0.47%	6,658	20,453	27,111
18	900	452	1,352	68,379	19,706	88,085	69,279	20,158	89,437	1.30%	2.24%	1.51%	19,127	56,892	76,018
19	1,371	663	2,034	41,777	11,112	52,889	43,148	11,775	54,923	3.18%	5.63%	3.70%	45,355	141,705	187,059
20	1,684	801	2,485	27,269	6,506	33,775	28,953	7,307	36,260	5.82%	10.96%	6.85%	75,220	208,110	283,329
21	1,977	862	2,839	19,400	4,402	23,802	21,377	5,264	26,641	9.25%	16.38%	10.66%	145,611	307,287	452,898
22	2,085	784	2,869	14,115	3,022	17,137	16,200	3,806	20,006	12.87%	20.60%	14.34%	210,883	424,817	635,700
23	2,057	698	2,755	9,887	2,151	12,038	11,944	2,849	14,793	17.22%	24.50%	18.62%	323,369	514,985	838,354
24	1,976	634	2,610	7,183	1,418	8,601	9,159	2,052	11,211	21.57%	30.90%	23.28%	409,677	660,251	1,069,928
25	1,835	554	2,389	5,060	980	6,040	6,895	1,534	8,429	26.61%	36.11%	28.34%	519,276	696,536	1,215,812
26	1,563	496	2,059	3,621	756	4,377	5,184	1,252	6,436	30.15%	39.62%	31.99%	628,970	815,085	1,444,055
27	1,387	413	1,800	2,788	614	3,402	4,175	1,027	5,202	33.22%	40.21%	34.60%	684,990	869,971	1,554,961
28	1,198	341	1,539	2,090	459	2,549	3,288	800	4,088	36.44%	42.63%	37.65%	733,126	924,883	1,658,009
29	937	296	1,233	1,642	355	1,997	2,579	651	3,230	36.33%	45.47%	38.17%	904,772	1,016,862	1,921,634
30	838	239	1,077	1,276	244	1,520	2,114	483	2,597	39.64%	49.48%	41.47%	968,386	1,131,667	2,100,053
31	711	249	960	1,089	253	1,342	1,800	502	2,302	39.50%	49.60%	41.70%	1,083,782	1,222,125	2,305,907
32	645	188	833	844	208	1,052	1,489	396	1,885	43.32%	47.47%	44.19%	1,125,556	1,223,194	2,348,750
33	546	160	706	704	185	889	1,250	345	1,595	43.68%	46.38%	44.26%	1,141,610	1,231,398	2,373,008
34	477	165	642	586	169	755	1,063	334	1,397	44.87%	49.40%	45.96%	1,168,745	1,233,974	2,402,719
35	13	5	18	13	2	15	26	7	33	50.00%	71.43%	54.55%	1,279,134	1,250,396	2,529,530
36+	47	10	57	29	7	36	76	17	93	61.84%	58.82%	61.29%	NA	NA	NA
TOTAL	22,510	8,175	30,685	273,906	76,405	350,311	296,416	84,580	380,996	7.59%	9.67%	8.05%	11,474,246	13,950,589	25,424,835

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2002.

Rows and columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Table A-2 (Continued). FY 2002 Applicants* for Active Component Enlistment by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

AGE	MILITARY									17-35 YEAR OLD		
	MARRIED			UNMARRIED			TOTAL DoD			MARRIED CIVILIANS		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
16-17	1.17%	2.02%	1.39%	24.15%	31.22%	25.69%	22.41%	28.40%	23.74%	0.06%	0.15%	0.11%
18	4.00%	5.53%	4.41%	24.96%	25.79%	25.14%	23.37%	23.83%	23.47%	0.17%	0.41%	0.30%
19	6.09%	8.11%	6.63%	15.25%	14.54%	15.10%	14.56%	13.92%	14.42%	0.40%	1.02%	0.74%
20	7.48%	9.80%	8.10%	9.96%	8.52%	9.64%	9.77%	8.64%	9.52%	0.66%	1.49%	1.11%
21	8.78%	10.54%	9.25%	7.08%	5.76%	6.79%	7.21%	6.22%	6.99%	1.27%	2.20%	1.78%
22	9.26%	9.59%	9.35%	5.15%	3.96%	4.89%	5.47%	4.50%	5.25%	1.84%	3.05%	2.50%
23	9.14%	8.54%	8.98%	3.61%	2.82%	3.44%	4.03%	3.37%	3.88%	2.82%	3.69%	3.30%
24	8.78%	7.76%	8.51%	2.62%	1.86%	2.46%	3.09%	2.43%	2.94%	3.57%	4.73%	4.21%
25	8.15%	6.78%	7.79%	1.85%	1.28%	1.72%	2.33%	1.81%	2.21%	4.53%	4.99%	4.78%
26	6.94%	6.07%	6.71%	1.32%	0.99%	1.25%	1.75%	1.48%	1.69%	5.48%	5.84%	5.68%
27	6.16%	5.05%	5.87%	1.02%	0.80%	0.97%	1.41%	1.21%	1.37%	5.97%	6.24%	6.12%
28	5.32%	4.17%	5.02%	0.76%	0.60%	0.73%	1.11%	0.95%	1.07%	6.39%	6.63%	6.52%
29	4.16%	3.62%	4.02%	0.60%	0.46%	0.57%	0.87%	0.77%	0.85%	7.89%	7.29%	7.56%
30	3.72%	2.92%	3.51%	0.47%	0.32%	0.43%	0.71%	0.57%	0.68%	8.44%	8.11%	8.26%
31	3.16%	3.05%	3.13%	0.40%	0.33%	0.38%	0.61%	0.59%	0.60%	9.45%	8.76%	9.07%
32	2.87%	2.30%	2.71%	0.31%	0.27%	0.30%	0.50%	0.47%	0.49%	9.81%	8.77%	9.24%
33	2.43%	1.96%	2.30%	0.26%	0.24%	0.25%	0.42%	0.41%	0.42%	9.95%	8.83%	9.33%
34	2.12%	2.02%	2.09%	0.21%	0.22%	0.22%	0.36%	0.39%	0.37%	10.19%	8.85%	9.45%
35	0.06%	0.06%	0.06%	0.00%	0.00%	0.00%	0.01%	0.01%	0.01%	11.15%	8.96%	9.95%
36+	0.21%	0.12%	0.19%	0.01%	0.01%	0.01%	0.03%	0.02%	0.02%	NA	NA	NA
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2002.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Table A-3. FY 2002 Applicants* for Active Component Enlistment by Race/Ethnicity, Service, and Gender with Civilian Comparison Group

Race/ Ethnicity	Service												Total DoD			18-24 Yr Old Civilians		
	Army			Navy			Marine Corps			Air Force								
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
White	85,386	20,192	105,578	39,720	10,184	49,904	35,137	2,999	38,136	34,053	12,033	46,086	194,296	45,408	239,704	8,606,704	8,437,272	17,043,976
Black	20,855	11,803	32,658	13,789	5,366	19,155	5,526	752	6,278	7,104	4,396	11,500	47,274	22,317	69,591	1,721,293	1,986,511	3,707,803
Hispanic	15,469	5,514	20,983	8,480	2,784	11,264	7,196	761	7,957	3,261	1,477	4,738	34,406	10,536	44,942	2,060,502	2,024,303	4,084,805
Other	7,378	2,699	10,077	7,237	2,062	9,299	3,197	371	3,568	2,628	1,187	3,815	20,440	6,319	26,759	642,812	687,950	1,330,762
TOTAL	129,088	40,208	169,296	69,226	20,396	89,622	51,056	4,883	55,939	47,046	19,093	66,139	296,416	84,580	380,996	13,031,311	13,136,035	26,167,346
b. Percent																		
White	66.15%	50.22%	62.36%	57.38%	49.93%	55.68%	68.82%	61.42%	68.17%	72.38%	63.02%	69.68%	65.55%	53.69%	62.92%	66.05%	64.23%	65.13%
Black	16.16%	29.35%	19.29%	19.92%	26.31%	21.37%	10.82%	15.40%	11.22%	15.10%	23.02%	17.39%	15.95%	26.39%	18.27%	13.21%	15.12%	14.17%
Hispanic	11.98%	13.71%	12.39%	12.25%	13.65%	12.57%	14.09%	15.58%	14.22%	6.93%	7.74%	7.16%	11.61%	12.46%	11.80%	15.81%	15.41%	15.61%
Other	5.72%	6.71%	5.95%	10.45%	10.11%	10.38%	6.26%	7.60%	6.38%	5.59%	6.22%	5.77%	6.90%	7.47%	7.02%	4.93%	5.24%	5.09%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2002.																		
Rows and columns may not add to totals due to rounding.																		
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.																		

Table A-4. FY 2002 Applicants* for Active Component Enlistment by Ethnicity and Service

ETHNICITY	SERVICE								TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE			
	#	%	#	%	#	%	#	%	#	%
MEXICAN	9,499	5.61%	4,230	4.72%	4,418	7.90%	1,787	2.70%	19,934	5.23%
PUERTO RICAN	4,257	2.51%	1,324	1.48%	704	1.26%	774	1.17%	7,059	1.85%
CUBAN	333	0.20%	204	0.23%	119	0.21%	59	0.09%	715	0.19%
LATIN AMER.	1,813	1.07%	1,112	1.24%	676	1.21%	429	0.65%	4,030	1.06%
OTHER HISP.	5,081	3.00%	4,394	4.90%	2,040	3.65%	1,689	2.55%	13,204	3.47%
ALEUTIAN	65	0.04%	113	0.13%	36	0.06%	36	0.05%	250	0.07%
ESKIMO	79	0.05%	76	0.08%	19	0.03%	16	0.02%	190	0.05%
N. AMER. INDIAN	1,696	1.00%	2,693	3.00%	577	1.03%	308	0.47%	5,274	1.38%
CHINESE	350	0.21%	289	0.32%	107	0.19%	98	0.15%	844	0.22%
JAPANESE	166	0.10%	116	0.13%	35	0.06%	71	0.11%	388	0.10%
KOREAN	773	0.46%	238	0.27%	140	0.25%	225	0.34%	1,376	0.36%
INDIAN	220	0.13%	170	0.19%	76	0.14%	67	0.10%	533	0.14%
FILIPINO	1,401	0.83%	1,995	2.23%	327	0.58%	873	1.32%	4,596	1.21%
VIETNAMESE	369	0.22%	295	0.33%	101	0.18%	83	0.13%	848	0.22%
OTHER ASIAN	602	0.36%	388	0.43%	186	0.33%	188	0.28%	1,364	0.36%
MELANESIAN	12	0.01%	2	0.00%	3	0.01%	3	0.00%	20	0.01%
MICRONESIAN	605	0.36%	52	0.06%	14	0.03%	19	0.03%	690	0.18%
POLYNESIAN	655	0.39%	112	0.12%	42	0.08%	72	0.11%	881	0.23%
GUAMANIAN	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
OTHER PACIFIC	342	0.20%	235	0.26%	137	0.24%	141	0.21%	855	0.22%
OTHER/NONE**	140,131	82.77%	70,413	78.57%	44,576	79.69%	57,903	87.55%	313,023	82.16%
UNKNOWN	847	0.50%	1,171	1.31%	1,606	2.87%	1,298	1.96%	4,922	1.29%
TOTAL	169,296	100.00%	89,622	100.00%	55,939	100.00%	66,139	100.00%	380,996	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2002.

** "Other/None" includes whites and blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

Table A-5. FY 2002 Applicants* for Active Component Enlistment by AFQT Category, Service, and Gender with Civilian Comparison Group

a. Number

GENDER	AFQT CATEGORY							TOTAL
	I	II	IIIA	IIIB	IV	V	Other/Unk.	
ARMY								
Males	7,102	38,695	29,876	33,138	17,406	2,521	350	129,088
Females	1,161	9,555	9,229	12,353	7,098	653	159	40,208
Total	8,263	48,250	39,105	45,491	24,504	3,174	509	169,296
NAVY								
Males	3,148	20,084	14,682	20,844	9,164	1,142	162	69,226
Females	542	5,364	5,123	6,261	2,824	236	46	20,396
Total	3,690	25,448	19,805	27,105	11,988	1,378	208	89,622
MARINE CORPS								
Males	1,827	16,230	12,489	14,667	5,228	449	166	51,056
Females	124	1,420	1,359	1,337	540	45	58	4,883
Total	1,951	17,650	13,848	16,004	5,768	494	224	55,939
AIR FORCE								
Males	2,562	18,059	11,799	10,598	3,360	229	439	47,046
Females	527	5,535	5,187	5,418	2,151	130	145	19,093
Total	3,089	23,594	16,986	16,016	5,511	359	584	66,139
TOTAL DoD								
Males	14,639	93,068	68,846	79,247	35,158	4,341	1,117	296,416
Females	2,354	21,874	20,898	25,369	12,613	1,064	408	84,580
Total	16,993	114,942	89,744	104,616	47,771	5,405	1,525	380,996
1980, 18-23 YR OLD CIVILIANS								
Males	1,286,646	3,785,416	1,853,499	2,056,399	2,628,481	1,280,715	0	12,891,156
Females	731,527	3,370,373	2,032,982	2,589,632	2,716,012	1,077,339	0	12,517,865
Total	2,018,173	7,155,789	3,886,481	4,646,031	5,344,493	2,358,054	0	25,409,021

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2002.

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Table A-5 (Continued). FY 2002 Applicants* for Active Component Enlistment by AFQT Category, Service, and Gender with Civilian Comparison Group

b. Percent

GENDER	AFQT CATEGORY							TOTAL
	I	II	IIIA	IIIB	IV	V	Other/Unk.	
ARMY								
Males	5.50%	29.98%	23.14%	25.67%	13.48%	1.95%	0.27%	100.00%
Females	2.89%	23.76%	22.95%	30.72%	17.65%	1.62%	0.40%	100.00%
Total	4.88%	28.50%	23.10%	26.87%	14.47%	1.87%	0.30%	100.00%
NAVY								
Males	4.55%	29.01%	21.21%	30.11%	13.24%	1.65%	0.23%	100.00%
Females	2.66%	26.30%	25.12%	30.70%	13.85%	1.16%	0.23%	100.00%
Total	4.12%	28.39%	22.10%	30.24%	13.38%	1.54%	0.23%	100.00%
MARINE CORPS								
Males	3.58%	31.79%	24.46%	28.73%	10.24%	0.88%	0.33%	100.00%
Females	2.54%	29.08%	27.83%	27.38%	11.06%	0.92%	1.19%	100.00%
Total	3.49%	31.55%	24.76%	28.61%	10.31%	0.88%	0.40%	100.00%
AIR FORCE								
Males	5.45%	38.39%	25.08%	22.53%	7.14%	0.49%	0.93%	100.00%
Females	2.76%	28.99%	27.17%	28.38%	11.27%	0.68%	0.76%	100.00%
Total	4.67%	35.67%	25.68%	24.22%	8.33%	0.54%	0.88%	100.00%
TOTAL DoD								
Males	4.94%	31.40%	23.23%	26.74%	11.86%	1.46%	0.38%	100.00%
Females	2.78%	25.86%	24.71%	29.99%	14.91%	1.26%	0.48%	100.00%
Total	4.46%	30.17%	23.56%	27.46%	12.54%	1.42%	0.40%	100.00%
1980, 18-23 YR OLD CIVILIANS								
Males	9.98%	29.36%	14.38%	15.95%	20.39%	9.93%	0.00%	100.00%
Females	5.84%	26.92%	16.24%	20.69%	21.70%	8.61%	0.00%	100.00%
Total	7.94%	28.16%	15.30%	18.28%	21.03%	9.28%	0.00%	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2002.

Rows may not add to totals due to rounding.

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Table A-6. FY 2002 Applicants* for Active Component Enlistment by AFQT Category, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	AFQT CATEGORY							TOTAL
	I	II	IIIA	IIIB	IV	V	Other/Unk.	
ARMY								
White	7,207	37,804	26,425	23,995	9,022	773	352	105,578
Black	326	4,715	6,459	11,820	8,350	911	77	32,658
Hispanic	281	3,541	4,387	6,971	4,752	1,019	32	20,983
Other	449	2,190	1,834	2,705	2,380	471	48	10,077
Total	8,263	48,250	39,105	45,491	24,504	3,174	509	169,296
NAVY								
White	3,018	18,252	11,969	12,504	3,743	272	146	49,904
Black	161	2,377	3,416	7,824	4,759	593	25	19,155
Hispanic	176	2,189	2,413	4,113	2,076	282	15	11,264
Other	335	2,630	2,007	2,664	1,410	231	22	9,299
Total	3,690	25,448	19,805	27,105	11,988	1,378	208	89,622
MARINE CORPS								
White	1,692	14,081	9,596	9,631	2,754	203	179	38,136
Black	49	1,014	1,325	2,384	1,358	131	17	6,278
Hispanic	88	1,593	2,115	2,915	1,133	103	10	7,957
Other	122	962	812	1,074	523	57	18	3,568
Total	1,951	17,650	13,848	16,004	5,768	494	224	55,939
AIR FORCE								
White	2,733	19,023	11,986	9,376	2,384	123	461	46,086
Black	121	2,124	2,850	4,192	2,037	133	43	11,500
Hispanic	77	1,251	1,228	1,457	641	63	21	4,738
Other	158	1,196	922	991	449	40	59	3,815
Total	3,089	23,594	16,986	16,016	5,511	359	584	66,139
TOTAL DoD								
White	14,650	89,160	59,976	55,506	17,903	1,371	1,138	239,704
Black	657	10,230	14,050	26,220	16,504	1,768	162	69,591
Hispanic	622	8,574	10,143	15,456	8,602	1,467	78	44,942
Other	1,064	6,978	5,575	7,434	4,762	799	147	26,759
Total	16,993	114,942	89,744	104,616	47,771	5,405	1,525	380,996

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2002.

Table A-6 (Continued). FY 2002 Applicants* for Active Component Enlistment by AFQT Category, Service, and Race/Ethnicity

b. Percent

RACE/ ETHNICITY	AFQT CATEGORY							TOTAL
	I	II	IIIA	IIIB	IV	V	Other/Unk.	
ARMY								
White	6.83%	35.81%	25.03%	22.73%	8.55%	0.73%	0.33%	100.00%
Black	1.00%	14.44%	19.78%	36.19%	25.57%	2.79%	0.24%	100.00%
Hispanic	1.34%	16.88%	20.91%	33.22%	22.65%	4.86%	0.15%	100.00%
Other	4.46%	21.73%	18.20%	26.84%	23.62%	4.67%	0.48%	100.00%
Total	4.88%	28.50%	23.10%	26.87%	14.47%	1.87%	0.30%	100.00%
NAVY								
White	6.05%	36.57%	23.98%	25.06%	7.50%	0.55%	0.29%	100.00%
Black	0.84%	12.41%	17.83%	40.85%	24.84%	3.10%	0.13%	100.00%
Hispanic	1.56%	19.43%	21.42%	36.51%	18.43%	2.50%	0.13%	100.00%
Other	3.60%	28.28%	21.58%	28.65%	15.16%	2.48%	0.24%	100.00%
Total	4.12%	28.39%	22.10%	30.24%	13.38%	1.54%	0.23%	100.00%
MARINE CORPS								
White	4.44%	36.92%	25.16%	25.25%	7.22%	0.53%	0.47%	100.00%
Black	0.78%	16.15%	21.11%	37.97%	21.63%	2.09%	0.27%	100.00%
Hispanic	1.11%	20.02%	26.58%	36.63%	14.24%	1.29%	0.13%	100.00%
Other	3.42%	26.96%	22.76%	30.10%	14.66%	1.60%	0.50%	100.00%
Total	3.49%	31.55%	24.76%	28.61%	10.31%	0.88%	0.40%	100.00%
AIR FORCE								
White	5.93%	41.28%	26.01%	20.34%	5.17%	0.27%	1.00%	100.00%
Black	1.05%	18.47%	24.78%	36.45%	17.71%	1.16%	0.37%	100.00%
Hispanic	1.63%	26.40%	25.92%	30.75%	13.53%	1.33%	0.44%	100.00%
Other	4.14%	31.35%	24.17%	25.98%	11.77%	1.05%	1.55%	100.00%
Total	4.67%	35.67%	25.68%	24.22%	8.33%	0.54%	0.88%	100.00%
TOTAL DoD								
White	6.11%	37.20%	25.02%	23.16%	7.47%	0.57%	0.47%	100.00%
Black	0.94%	14.70%	20.19%	37.68%	23.72%	2.54%	0.23%	100.00%
Hispanic	1.38%	19.08%	22.57%	34.39%	19.14%	3.26%	0.17%	100.00%
Other	3.98%	26.08%	20.83%	27.78%	17.80%	2.99%	0.55%	100.00%
Total	4.46%	30.17%	23.56%	27.46%	12.54%	1.42%	0.40%	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2002.

Rows may not add to totals due to rounding.

Table A-7. FY 2002 Applicants* for Active Component Enlistment by Education, Service, and Gender with Civilian Comparison Group

GENDER	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY								
Males	104,215	80.73%	21,685	16.80%	3,188	2.47%	129,088	100.00%
Females	35,553	88.42%	3,893	9.68%	762	1.90%	40,208	100.00%
Total	139,768	82.56%	25,578	15.11%	3,950	2.33%	169,296	100.00%
NAVY								
Males	59,945	86.59%	7,082	10.23%	2,199	3.18%	69,226	100.00%
Females	18,942	92.87%	1,183	5.80%	271	1.33%	20,396	100.00%
Total	78,887	88.02%	8,265	9.22%	2,470	2.76%	89,622	100.00%
MARINE CORPS								
Males	49,162	96.29%	1,734	3.40%	160	0.31%	51,056	100.00%
Females	4,754	97.36%	118	2.42%	11	0.23%	4,883	100.00%
Total	53,916	96.38%	1,852	3.31%	171	0.31%	55,939	100.00%
AIR FORCE								
Males	44,691	94.99%	1,246	2.65%	1,109	2.36%	47,046	100.00%
Females	18,247	95.57%	409	2.14%	437	2.29%	19,093	100.00%
Total	62,938	95.16%	1,655	2.50%	1,546	2.34%	66,139	100.00%
TOTAL DoD								
Males	258,013	87.04%	31,747	10.71%	6,656	2.25%	296,416	100.00%
Females	77,496	91.62%	5,603	6.62%	1,481	1.75%	84,580	100.00%
Total	335,509	88.06%	37,350	9.80%	8,137	2.14%	380,996	100.00%
18-24 YR OLD CIVILIANS								
Males	9,996,011	76.71%	**	**	3,035,299	23.29%	13,031,311	100.00%
Females	10,769,571	81.98%	**	**	2,366,464	18.02%	13,136,035	100.00%
Total	20,765,583	79.36%	**	**	5,401,763	20.64%	26,167,346	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2002.

** Civilian numbers and percentages combine tiers 1 and 2.

Rows and columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Table A-8. FY 2002 Applicants* for Active Component Enlistment by Education, Service, and Race/Ethnicity with Civilian Comparison Group

RACE/ ETHNICITY	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY								
White	83,429	79.02%	19,110	18.10%	3,039	2.88%	105,578	100.00%
Black	28,961	88.68%	3,246	9.94%	451	1.38%	32,658	100.00%
Hispanic	18,489	88.11%	2,190	10.44%	304	1.45%	20,983	100.00%
Other	8,889	88.21%	1,032	10.24%	156	1.55%	10,077	100.00%
Total	139,768	82.56%	25,578	15.11%	3,950	2.33%	169,296	100.00%
NAVY								
White	43,038	86.24%	5,178	10.38%	1,688	3.38%	49,904	100.00%
Black	17,424	90.96%	1,421	7.42%	310	1.62%	19,155	100.00%
Hispanic	10,142	90.04%	900	7.99%	222	1.97%	11,264	100.00%
Other	8,283	89.07%	766	8.24%	250	2.69%	9,299	100.00%
Total	78,887	88.02%	8,265	9.22%	2,470	2.76%	89,622	100.00%
MARINE CORPS								
White	36,658	96.12%	1,361	3.57%	117	0.31%	38,136	100.00%
Black	6,112	97.36%	146	2.33%	20	0.32%	6,278	100.00%
Hispanic	7,699	96.76%	240	3.02%	18	0.23%	7,957	100.00%
Other	3,447	96.61%	105	2.94%	16	0.45%	3,568	100.00%
Total	53,916	96.38%	1,852	3.31%	171	0.31%	55,939	100.00%
AIR FORCE								
White	43,581	94.56%	1,247	2.71%	1,258	2.73%	46,086	100.00%
Black	11,086	96.40%	254	2.21%	160	1.39%	11,500	100.00%
Hispanic	4,569	96.43%	88	1.86%	81	1.71%	4,738	100.00%
Other	3,702	97.04%	66	1.73%	47	1.23%	3,815	100.00%
Total	62,938	95.16%	1,655	2.50%	1,546	2.34%	66,139	100.00%
TOTAL DoD								
White	206,706	86.23%	26,896	11.22%	6,102	2.55%	239,704	100.00%
Black	63,583	91.37%	5,067	7.28%	941	1.35%	69,591	100.00%
Hispanic	40,899	91.00%	3,418	7.61%	625	1.39%	44,942	100.00%
Other	24,321	90.89%	1,969	7.36%	469	1.75%	26,759	100.00%
Total	335,509	88.06%	37,350	9.80%	8,137	2.14%	380,996	100.00%
18-24 YEAR OLD CIVILIANS								
White	14,363,811	84.27%	**	**	2,680,165	15.73%	17,043,976	100.00%
Black	2,778,977	74.95%	**	**	928,827	25.05%	3,707,803	100.00%
Hispanic	2,464,719	60.34%	**	**	1,620,086	39.66%	4,084,805	100.00%
Other	1,158,077	87.02%	**	**	172,685	12.98%	1,330,762	100.00%
Total	20,765,583	79.36%	**	**	5,401,763	20.64%	26,167,346	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2002.

** Civilian numbers and percentages combine tiers 1 and 2.

Rows and columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Appendix B:

Active Component Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps Tables

Appendix data are provided by Defense Manpower Data Center (DMDC). Due to differences in data flow and definitions, values provided here will not always match official figures reported by the Directorate for Information Operations and Reports, other Department of Defense agencies, or the military services.

Table B-1. FY 2002 NPS Active Component Enlisted Accessions by Age, Service, and Gender with Civilian Comparison Group

	SERVICE												TOTAL DoD			17-35 YR OLD CIVILIANS		
	ARMY			NAVY			MARINE CORPS			AIR FORCE								
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
17	3,007	886	3,893	1,663	510	2,173	1,972	214	2,186	1,057	561	1,618	7,699	2,171	9,870	2,022,105	1,920,243	3,942,348
18	14,872	3,824	18,696	11,699	2,873	14,572	12,534	930	13,464	8,615	3,140	11,755	47,720	10,767	58,487	1,914,999	1,858,949	3,773,947
19	10,838	2,299	13,137	7,740	1,489	9,229	7,090	437	7,527	6,522	1,860	8,382	32,190	6,085	38,275	2,010,066	1,999,205	4,009,270
20	6,927	1,410	8,337	4,389	764	5,153	3,035	233	3,268	3,828	1,130	4,958	18,179	3,537	21,716	1,922,607	1,904,794	3,827,400
21	5,073	977	6,050	2,991	576	3,567	1,765	111	1,876	2,593	682	3,275	12,422	2,346	14,768	1,896,891	1,881,493	3,778,384
22	3,755	782	4,537	2,033	352	2,385	1,125	70	1,195	1,787	471	2,258	8,700	1,675	10,375	1,795,677	1,907,815	3,703,492
23	2,979	612	3,591	1,425	265	1,690	756	52	808	1,128	317	1,445	6,288	1,246	7,534	1,782,130	1,743,790	3,525,920
24	2,233	457	2,690	1,033	179	1,212	519	46	565	777	196	973	4,562	878	5,440	1,708,940	1,839,989	3,548,929
25+	7,007	1,653	8,660	2,979	540	3,519	1,011	72	1,083	1,399	384	1,783	12,396	2,649	15,045	19,275,821	20,052,312	39,328,134
TOT	56,691	12,900	69,591	35,952	7,548	43,500	29,807	2,165	31,972	27,706	8,741	36,447	150,156	31,354	181,510	34,329,236	35,108,589	69,437,825
b. Percent																		
17	5.30%	6.87%	5.59%	4.63%	6.76%	5.00%	6.62%	9.88%	6.84%	3.82%	6.42%	4.44%	5.13%	6.92%	5.44%	5.89%	5.47%	5.68%
18	26.23%	29.64%	26.87%	32.54%	38.06%	33.50%	42.05%	42.96%	42.11%	31.09%	35.92%	32.25%	31.78%	34.34%	32.22%	5.58%	5.29%	5.44%
19	19.12%	17.82%	18.88%	21.53%	19.73%	21.22%	23.79%	20.18%	23.54%	23.54%	21.28%	23.00%	21.44%	19.41%	21.09%	5.86%	5.69%	5.77%
20	12.22%	10.93%	11.98%	12.21%	10.12%	11.85%	10.18%	10.76%	10.22%	13.82%	12.93%	13.60%	12.11%	11.28%	11.96%	5.60%	5.43%	5.51%
21	8.95%	7.57%	8.69%	8.32%	7.63%	8.20%	5.92%	5.13%	5.87%	9.36%	7.80%	8.99%	8.27%	7.48%	8.14%	5.53%	5.36%	5.44%
22	6.62%	6.06%	6.52%	5.65%	4.66%	5.48%	3.77%	3.23%	3.74%	6.45%	5.39%	6.20%	5.79%	5.34%	5.72%	5.23%	5.43%	5.33%
23	5.25%	4.74%	5.16%	3.96%	3.51%	3.89%	2.54%	2.40%	2.53%	4.07%	3.63%	3.96%	4.19%	3.97%	4.15%	5.19%	4.97%	5.08%
24	3.94%	3.54%	3.87%	2.87%	2.37%	2.79%	1.74%	2.12%	1.77%	2.80%	2.24%	2.67%	3.04%	2.80%	3.00%	4.98%	5.24%	5.11%
25+	12.36%	12.81%	12.44%	8.29%	7.15%	8.09%	3.39%	3.33%	3.39%	5.05%	4.39%	4.89%	8.26%	8.45%	8.29%	56.15%	57.12%	56.64%
TOT	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Rows and columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Table B-2. FY 2002 NPS Active Component Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

AGE	MILITARY												17-35 YEAR OLD		
	MARRIED			UNMARRIED			TOTAL DoD			PERCENT MARRIED			MARRIED CIVILIANS		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
17	68	36	104	7,631	2,135	9,766	7,699	2,171	9,870	0.88%	1.66%	1.05%	6,658	20,453	27,111
18	798	318	1,116	46,922	10,449	57,371	47,720	10,767	58,487	1.67%	2.95%	1.91%	19,127	56,892	76,018
19	1,200	388	1,588	30,990	5,697	36,687	32,190	6,085	38,275	3.73%	6.38%	4.15%	45,355	141,705	187,059
20	1,330	380	1,710	16,849	3,157	20,006	18,179	3,537	21,716	7.32%	10.74%	7.87%	75,220	208,110	283,329
21	1,405	412	1,817	11,017	1,934	12,951	12,422	2,346	14,768	11.31%	17.56%	12.30%	145,611	307,287	452,898
22	1,351	327	1,678	7,349	1,348	8,697	8,700	1,675	10,375	15.53%	19.52%	16.17%	210,883	424,817	635,700
23	1,157	329	1,486	5,131	917	6,048	6,288	1,246	7,534	18.40%	26.40%	19.72%	323,369	514,985	838,354
24	1,099	273	1,372	3,463	605	4,068	4,562	878	5,440	24.09%	31.09%	25.22%	409,677	660,251	1,069,928
25	924	207	1,131	2,295	397	2,692	3,219	604	3,823	28.70%	34.27%	29.58%	519,276	696,536	1,215,812
26	825	193	1,018	1,472	286	1,758	2,297	479	2,776	35.92%	40.29%	36.67%	628,970	815,085	1,444,055
27	684	157	841	1,185	221	1,406	1,869	378	2,247	36.60%	41.53%	37.43%	684,990	869,971	1,554,961
28	512	128	640	790	145	935	1,302	273	1,575	39.32%	46.89%	40.63%	733,126	924,883	1,658,009
29	416	94	510	624	116	740	1,040	210	1,250	40.00%	44.76%	40.80%	904,772	1,016,862	1,921,634
30	308	78	386	471	84	555	779	162	941	39.54%	48.15%	41.02%	968,386	1,131,667	2,100,053
31	269	82	351	382	70	452	651	152	803	41.32%	53.95%	43.71%	1,083,782	1,222,125	2,305,907
32	197	76	273	277	67	344	474	143	617	41.56%	53.15%	44.25%	1,125,556	1,223,194	2,348,750
33	165	55	220	198	51	249	363	106	469	45.45%	51.89%	46.91%	1,141,610	1,231,398	2,373,008
34	183	73	256	182	59	241	365	132	497	50.14%	55.30%	51.51%	1,168,745	1,233,974	2,402,719
35	8	3	11	23	7	30	31	10	41	25.81%	30.00%	26.83%	1,279,134	1,250,396	2,529,530
36+	5	0	5	1	0	1	6	0	6	83.33%	0.00%	83.33%	NA	NA	NA
TOTAL	12,904	3,609	16,513	137,252	27,745	164,997	150,156	31,354	181,510	8.59%	11.51%	9.10%	11,474,246	13,950,589	25,424,835

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2002.

Table B-2 (Continued). FY 2002 NPS Active Component Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

AGE	MILITARY									17-35 YEAR OLD		
	MARRIED			UNMARRIED			TOTAL DoD			MARRIED CIVILIANS		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
17	0.53%	1.00%	0.63%	5.56%	7.70%	5.92%	5.13%	6.92%	5.44%	0.06%	0.15%	0.11%
18	6.18%	8.81%	6.76%	34.19%	37.66%	34.77%	31.78%	34.34%	32.22%	0.17%	0.41%	0.30%
19	9.30%	10.75%	9.62%	22.58%	20.53%	22.23%	21.44%	19.41%	21.09%	0.40%	1.02%	0.74%
20	10.31%	10.53%	10.36%	12.28%	11.38%	12.13%	12.11%	11.28%	11.96%	0.66%	1.49%	1.11%
21	10.89%	11.42%	11.00%	8.03%	6.97%	7.85%	8.27%	7.48%	8.14%	1.27%	2.20%	1.78%
22	10.47%	9.06%	10.16%	5.35%	4.86%	5.27%	5.79%	5.34%	5.72%	1.84%	3.05%	2.50%
23	8.97%	9.12%	9.00%	3.74%	3.31%	3.67%	4.19%	3.97%	4.15%	2.82%	3.69%	3.30%
24	8.52%	7.56%	8.31%	2.52%	2.18%	2.47%	3.04%	2.80%	3.00%	3.57%	4.73%	4.21%
25	7.16%	5.74%	6.85%	1.67%	1.43%	1.63%	2.14%	1.93%	2.11%	4.53%	4.99%	4.78%
26	6.39%	5.35%	6.16%	1.07%	1.03%	1.07%	1.53%	1.53%	1.53%	5.48%	5.84%	5.68%
27	5.30%	4.35%	5.09%	0.86%	0.80%	0.85%	1.24%	1.21%	1.24%	5.97%	6.24%	6.12%
28	3.97%	3.55%	3.88%	0.58%	0.52%	0.57%	0.87%	0.87%	0.87%	6.39%	6.63%	6.52%
29	3.22%	2.60%	3.09%	0.45%	0.42%	0.45%	0.69%	0.67%	0.69%	7.89%	7.29%	7.56%
30	2.39%	2.16%	2.34%	0.34%	0.30%	0.34%	0.52%	0.52%	0.52%	8.44%	8.11%	8.26%
31	2.08%	2.27%	2.13%	0.28%	0.25%	0.27%	0.43%	0.48%	0.44%	9.45%	8.76%	9.07%
32	1.53%	2.11%	1.65%	0.20%	0.24%	0.21%	0.32%	0.46%	0.34%	9.81%	8.77%	9.24%
33	1.28%	1.52%	1.33%	0.14%	0.18%	0.15%	0.24%	0.34%	0.26%	9.95%	8.83%	9.33%
34	1.42%	2.02%	1.55%	0.13%	0.21%	0.15%	0.24%	0.42%	0.27%	10.19%	8.85%	9.45%
35	0.06%	0.08%	0.07%	0.02%	0.03%	0.02%	0.02%	0.03%	0.02%	11.15%	8.96%	9.95%
36+	0.04%	0.00%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	NA	NA	NA
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2002.

Table B-3. FY 2002 NPS Active Component Enlisted Accessions by Race/Ethnicity, Service, and Gender with Civilian Comparison Group

RACE/ ETHNICITY	SERVICE												TOTAL DoD			18-24 YR OLD CIVILIANS		
	ARMY			NAVY			MARINE CORPS			AIR FORCE								
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
White	39,452	6,835	46,287	22,162	4,166	26,328	21,267	1,375	22,642	20,689	5,588	26,277	103,570	17,964	121,534	8,606,704	8,437,272	17,043,976
Black	8,265	3,651	11,916	6,148	1,603	7,751	2,891	297	3,188	3,753	1,912	5,665	21,057	7,463	28,520	1,721,293	1,986,511	3,707,803
Hispanic	6,351	1,721	8,072	4,339	1,035	5,374	4,061	346	4,407	1,921	726	2,647	16,672	3,828	20,500	2,060,502	2,024,303	4,084,805
Other	2,623	693	3,316	3,303	744	4,047	1,588	147	1,735	1,343	515	1,858	8,857	2,099	10,956	642,812	687,950	1,330,762
TOTAL	56,691	12,900	69,591	35,952	7,548	43,500	29,807	2,165	31,972	27,706	8,741	36,447	150,156	31,354	181,510	13,031,311	13,136,035	26,167,346
b. Percent																		
White	69.59%	52.98%	66.51%	61.64%	55.19%	60.52%	71.35%	63.51%	70.82%	74.67%	63.93%	72.10%	68.97%	57.29%	66.96%	66.05%	64.23%	65.13%
Black	14.58%	28.30%	17.12%	17.10%	21.24%	17.82%	9.70%	13.72%	9.97%	13.55%	21.87%	15.54%	14.02%	23.80%	15.71%	13.21%	15.12%	14.17%
Hispanic	11.20%	13.34%	11.60%	12.07%	13.71%	12.35%	13.62%	15.98%	13.78%	6.93%	8.31%	7.26%	11.10%	12.21%	11.29%	15.81%	15.41%	15.61%
Other	4.63%	5.37%	4.76%	9.19%	9.86%	9.30%	5.33%	6.79%	5.43%	4.85%	5.89%	5.10%	5.90%	6.69%	6.04%	4.93%	5.24%	5.09%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Rows and columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey, October 2001-September 2002.

Table B-4. FY 2002 NPS Active Component Enlisted Accessions by Ethnicity and Service

ETHNICITY	SERVICE								TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE			
	#	%	#	%	#	%	#	%	#	%
MEXICAN	3,431	4.93%	2,083	4.79%	2,508	7.84%	1,110	3.05%	9,132	5.03%
PUERTO RICAN	1,594	2.29%	607	1.40%	397	1.24%	430	1.18%	3,028	1.67%
CUBAN	150	0.22%	99	0.23%	66	0.21%	35	0.10%	350	0.19%
LATIN AMER.	666	0.96%	473	1.09%	328	1.03%	184	0.50%	1,651	0.91%
OTHER HISP.	2,231	3.21%	2,112	4.86%	1,108	3.47%	888	2.44%	6,339	3.49%
ALEUTIAN	33	0.05%	38	0.09%	13	0.04%	17	0.05%	101	0.06%
ESKIMO	27	0.04%	31	0.07%	11	0.03%	4	0.01%	73	0.04%
N. AMER. INDIAN	666	0.96%	1,441	3.31%	310	0.97%	158	0.43%	2,575	1.42%
CHINESE	126	0.18%	134	0.31%	51	0.16%	60	0.16%	371	0.20%
JAPANESE	67	0.10%	79	0.18%	28	0.09%	48	0.13%	222	0.12%
KOREAN	425	0.61%	132	0.30%	93	0.29%	155	0.43%	805	0.44%
INDIAN	72	0.10%	59	0.14%	29	0.09%	24	0.07%	184	0.10%
FILIPINO	557	0.80%	884	2.03%	226	0.71%	537	1.47%	2,204	1.21%
VIETNAMESE	141	0.20%	132	0.30%	63	0.20%	41	0.11%	377	0.21%
OTHER ASIAN	242	0.35%	141	0.32%	109	0.34%	88	0.24%	580	0.32%
MELANESIAN	2	0.00%	2	0.00%	1	0.00%	2	0.01%	7	0.00%
MICRONESIAN	30	0.04%	9	0.02%	7	0.02%	11	0.03%	57	0.03%
POLYNESIAN	152	0.22%	44	0.10%	15	0.05%	55	0.15%	266	0.15%
OTHER PACIFIC	60	0.09%	96	0.22%	69	0.22%	68	0.19%	293	0.16%
OTHER/NONE *	58,641	84.27%	34,515	79.34%	25,931	81.11%	32,028	87.88%	151,115	83.25%
UNKNOWN	278	0.40%	389	0.89%	609	1.90%	504	1.38%	1,780	0.98%
TOTAL	69,591	100.00%	43,500	100.00%	31,972	100.00%	36,447	100.00%	181,510	100.00%

* "Other/None" includes Whites and Blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

Table B-5. FY 2002 NPS Active Component Enlisted Accessions by AFQT Category, Service, and Gender with Civilian Comparison Group

a. Number

GENDER	AFQT CATEGORY						TOTAL
	I	II	IIIA	IIIB	IV	Other/Unk.*	
ARMY							
Males	3,342	20,282	16,833	15,265	900	69	56,691
Females	403	3,854	3,950	4,490	184	19	12,900
Total	3,745	24,136	20,783	19,755	1,084	88	69,591
NAVY							
Males	1,895	12,221	9,298	12,486	12	40	35,952
Females	220	2,423	2,278	2,619	3	5	7,548
Total	2,115	14,644	11,576	15,105	15	45	43,500
MARINE CORPS							
Males	1,113	10,459	8,234	9,795	184	22	29,807
Females	73	767	744	579	1	1	2,165
Total	1,186	11,226	8,978	10,374	185	23	31,972
AIR FORCE							
Males	1,602	12,026	7,743	6,044	35	256	27,706
Females	257	3,035	2,842	2,519	1	87	8,741
Total	1,859	15,061	10,585	8,563	36	343	36,447
TOTAL DoD							
Males	7,952	54,988	42,108	43,590	1,131	387	150,156
Females	953	10,079	9,814	10,207	189	112	31,354
Total	8,905	65,067	51,922	53,797	1,320	499	181,510
1980, 18-23 YEAR OLD CIVILIANS							
Males	1,286,646	3,785,416	1,853,499	2,056,399	2,628,481	1,280,715	12,891,156
Females	731,527	3,370,373	2,032,982	2,589,632	2,716,012	1,077,339	12,517,865
Total	2,018,173	7,155,789	3,886,481	4,646,031	5,344,493	2,358,054	25,409,021

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

* Service numbers include unknowns. Civilian numbers include AFQT Category V.

Table B-5 (Continued). FY 2002 NPS Active Component Enlisted Accessions by AFQT Category, Service, and Gender with Civilian Comparison Group

b. Percent

GENDER	AFQT CATEGORY						TOTAL
	I	II	IIIA	IIIB	IV	Other/Unk.*	
ARMY							
Males	5.90%	35.78%	29.69%	26.93%	1.59%	0.12%	100.00%
Females	3.12%	29.88%	30.62%	34.81%	1.43%	0.15%	100.00%
Total	5.38%	34.68%	29.86%	28.39%	1.56%	0.13%	100.00%
NAVY							
Males	5.27%	33.99%	25.86%	34.73%	0.03%	0.11%	100.00%
Females	2.91%	32.10%	30.18%	34.70%	0.04%	0.07%	100.00%
Total	4.86%	33.66%	26.61%	34.72%	0.03%	0.10%	100.00%
MARINE CORPS							
Males	3.73%	35.09%	27.62%	32.86%	0.62%	0.07%	100.00%
Females	3.37%	35.43%	34.36%	26.74%	0.05%	0.05%	100.00%
Total	3.71%	35.11%	28.08%	32.45%	0.58%	0.07%	100.00%
AIR FORCE							
Males	5.78%	43.41%	27.95%	21.81%	0.13%	0.92%	100.00%
Females	2.94%	34.72%	32.51%	28.82%	0.01%	1.00%	100.00%
Total	5.10%	41.32%	29.04%	23.49%	0.10%	0.94%	100.00%
TOTAL DoD							
Males	5.30%	36.62%	28.04%	29.03%	0.75%	0.26%	100.00%
Females	3.04%	32.15%	31.30%	32.55%	0.60%	0.36%	100.00%
Total	4.91%	35.85%	28.61%	29.64%	0.73%	0.27%	100.00%
1980, 18-23 YEAR OLD CIVILIANS							
Males	9.98%	29.36%	14.38%	15.95%	20.39%	9.93%	100.00%
Females	5.84%	26.92%	16.24%	20.69%	21.70%	8.61%	100.00%
Total	7.94%	28.16%	15.30%	18.28%	21.03%	9.28%	100.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

* Service numbers include unknowns. Civilian numbers include AFQT Category V.

Table B-6. FY 2002 NPS Active Component Enlisted Accessions by AFQT Category, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	AFQT CATEGORY						TOTAL
	I	II	III A	III B	IV	Other/Unk.	
ARMY							
White	3,274	19,036	14,060	9,466	389	62	46,287
Black	139	2,303	3,475	5,684	297	18	11,916
Hispanic	135	1,791	2,386	3,421	334	5	8,072
Other	197	1,006	862	1,184	64	3	3,316
Total	3,745	24,136	20,783	19,755	1,084	88	69,591
NAVY							
White	1,711	10,720	7,212	6,645	7	33	26,328
Black	82	1,198	1,849	4,611	6	5	7,751
Hispanic	129	1,302	1,497	2,440	2	4	5,374
Other	193	1,424	1,018	1,409	0	3	4,047
Total	2,115	14,644	11,576	15,105	15	45	43,500
MARINE CORPS							
White	1,044	9,025	6,271	6,181	105	16	22,642
Black	30	618	818	1,665	54	3	3,188
Hispanic	47	1,068	1,385	1,887	18	2	4,407
Other	65	515	504	641	8	2	1,735
Total	1,186	11,226	8,978	10,374	185	23	31,972
AIR FORCE							
White	1,678	12,131	7,212	4,930	26	300	26,277
Black	58	1,398	1,905	2,281	3	20	5,665
Hispanic	46	810	898	880	4	9	2,647
Other	77	722	570	472	3	14	1,858
Total	1,859	15,061	10,585	8,563	36	343	36,447
TOTAL DoD							
White	7,707	50,912	34,755	27,222	527	411	121,534
Black	309	5,517	8,047	14,241	360	46	28,520
Hispanic	357	4,971	6,166	8,628	358	20	20,500
Other	532	3,667	2,954	3,706	75	22	10,956
Total	8,905	65,067	51,922	53,797	1,320	499	181,510

Table B-6 (Continued). FY 2002 NPS Active Component Enlisted Accessions by AFQT Category, Service, and Race/Ethnicity

b. Percent

RACE/ ETHNICITY	AFQT CATEGORY						TOTAL
	I	II	III A	III B	IV	Other/Unk.	
ARMY							
White	7.07%	41.13%	30.38%	20.45%	0.84%	0.13%	100.00%
Black	1.17%	19.33%	29.16%	47.70%	2.49%	0.15%	100.00%
Hispanic	1.67%	22.19%	29.56%	42.38%	4.14%	0.06%	100.00%
Other	5.94%	30.34%	26.00%	35.71%	1.93%	0.09%	100.00%
Total	5.38%	34.68%	29.86%	28.39%	1.56%	0.13%	100.00%
NAVY							
White	6.50%	40.72%	27.39%	25.24%	0.03%	0.13%	100.00%
Black	1.06%	15.46%	23.85%	59.49%	0.08%	0.06%	100.00%
Hispanic	2.40%	24.23%	27.86%	45.40%	0.04%	0.07%	100.00%
Other	4.77%	35.19%	25.15%	34.82%	0.00%	0.07%	100.00%
Total	4.86%	33.66%	26.61%	34.72%	0.03%	0.10%	100.00%
MARINE CORPS							
White	4.61%	39.86%	27.70%	27.30%	0.46%	0.07%	100.00%
Black	0.94%	19.39%	25.66%	52.23%	1.69%	0.09%	100.00%
Hispanic	1.07%	24.23%	31.43%	42.82%	0.41%	0.05%	100.00%
Other	3.75%	29.68%	29.05%	36.95%	0.46%	0.12%	100.00%
Total	3.71%	35.11%	28.08%	32.45%	0.58%	0.07%	100.00%
AIR FORCE							
White	6.39%	46.17%	27.45%	18.76%	0.10%	1.14%	100.00%
Black	1.02%	24.68%	33.63%	40.26%	0.05%	0.35%	100.00%
Hispanic	1.74%	30.60%	33.93%	33.25%	0.15%	0.34%	100.00%
Other	4.14%	38.86%	30.68%	25.40%	0.16%	0.75%	100.00%
Total	5.10%	41.32%	29.04%	23.49%	0.10%	0.94%	100.00%
TOTAL DoD							
White	6.34%	41.89%	28.60%	22.40%	0.43%	0.34%	100.00%
Black	1.08%	19.34%	28.22%	49.93%	1.26%	0.16%	100.00%
Hispanic	1.74%	24.25%	30.08%	42.09%	1.75%	0.10%	100.00%
Other	4.86%	33.47%	26.96%	33.83%	0.68%	0.20%	100.00%
Total	4.91%	35.85%	28.61%	29.64%	0.73%	0.27%	100.00%
Rows may not add to totals due to rounding.							

Table B-7. FY 2002 NPS Active Component Enlisted Accessions by Education, Service, and Gender with Civilian Comparison Group

GENDER	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY								
Males	47,092	83.07%	9,352	16.50%	247	0.44%	56,691	100.00%
Females	11,633	90.18%	1,208	9.36%	59	0.46%	12,900	100.00%
Total	58,725	84.39%	10,560	15.17%	306	0.44%	69,591	100.00%
NAVY								
Males	32,549	90.53%	2,188	6.09%	1,215	3.38%	35,952	100.00%
Females	7,183	95.16%	252	3.34%	113	1.50%	7,548	100.00%
Total	39,732	91.34%	2,440	5.61%	1,328	3.05%	43,500	100.00%
MARINE CORPS								
Males	28,902	96.96%	854	2.87%	51	0.17%	29,807	100.00%
Females	2,119	97.88%	43	1.99%	3	0.14%	2,165	100.00%
Total	31,021	97.03%	897	2.81%	54	0.17%	31,972	100.00%
AIR FORCE								
Males	27,457	99.10%	216	0.78%	33	0.12%	27,706	100.00%
Females	8,678	99.28%	60	0.69%	3	0.03%	8,741	100.00%
Total	36,135	99.14%	276	0.76%	36	0.10%	36,447	100.00%
TOTAL DoD								
Males	136,000	90.57%	12,610	8.40%	1,546	1.03%	150,156	100.00%
Females	29,613	94.45%	1,563	4.99%	178	0.57%	31,354	100.00%
Total	165,613	91.24%	14,173	7.81%	1,724	0.95%	181,510	100.00%
18-24 YEAR OLD CIVILIANS								
Males	9,996,011	76.71%	**	**	3,035,299	23.29%	13,031,311	100.00%
Females	10,769,571	81.98%	**	**	2,366,464	18.02%	13,136,035	100.00%
Total	20,765,583	79.36%	**	**	5,401,763	20.64%	26,167,346	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows and columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey, October 2001-September 2002.

Table B-8. FY 2002 NPS Active Component Enlisted Accessions by Education, Service, and Race/Ethnicity with Civilian Comparison Group

RACE/ ETHNICITY	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY								
White	37,716	81.48%	8,353	18.05%	218	0.47%	46,287	100.00%
Black	10,867	91.20%	1,009	8.47%	40	0.34%	11,916	100.00%
Hispanic	7,233	89.61%	812	10.06%	27	0.33%	8,072	100.00%
Other	2,909	87.73%	386	11.64%	21	0.63%	3,316	100.00%
Total	58,725	84.39%	10,560	15.17%	306	0.44%	69,591	100.00%
NAVY								
White	23,631	89.76%	1,785	6.78%	912	3.46%	26,328	100.00%
Black	7,367	95.05%	244	3.15%	140	1.81%	7,751	100.00%
Hispanic	5,007	93.17%	208	3.87%	159	2.96%	5,374	100.00%
Other	3,727	92.09%	203	5.02%	117	2.89%	4,047	100.00%
Total	39,732	91.34%	2,440	5.61%	1,328	3.05%	43,500	100.00%
MARINE CORPS								
White	21,881	96.64%	726	3.21%	35	0.15%	22,642	100.00%
Black	3,123	97.96%	60	1.88%	5	0.16%	3,188	100.00%
Hispanic	4,319	98.00%	79	1.79%	9	0.20%	4,407	100.00%
Other	1,698	97.87%	32	1.84%	5	0.29%	1,735	100.00%
Total	31,021	97.03%	897	2.81%	54	0.17%	31,972	100.00%
AIR FORCE								
White	26,014	99.00%	230	0.88%	33	0.13%	26,277	100.00%
Black	5,644	99.63%	20	0.35%	1	0.02%	5,665	100.00%
Hispanic	2,629	99.32%	16	0.60%	2	0.08%	2,647	100.00%
Other	1,848	99.46%	10	0.54%	0	0.00%	1,858	100.00%
Total	36,135	99.14%	276	0.76%	36	0.10%	36,447	100.00%
TOTAL DoD								
White	109,242	89.89%	11,094	9.13%	1,198	0.99%	121,534	100.00%
Black	27,001	94.67%	1,333	4.67%	186	0.65%	28,520	100.00%
Hispanic	19,188	93.60%	1,115	5.44%	197	0.96%	20,500	100.00%
Other	10,182	92.94%	631	5.76%	143	1.31%	10,956	100.00%
Total	165,613	91.24%	14,173	7.81%	1,724	0.95%	181,510	100.00%
18-24 YEAR OLD CIVILIANS								
White	14,363,811	84.27%	**	**	2,680,165	15.73%	17,043,976	100.00%
Black	2,778,977	74.95%	**	**	928,827	25.05%	3,707,803	100.00%
Hispanic	2,464,719	60.34%	**	**	1,620,086	39.66%	4,084,805	100.00%
Other	1,158,077	87.02%	**	**	172,685	12.98%	1,330,762	100.00%
Total	20,765,583	79.36%	**	**	5,401,763	20.64%	26,167,346	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows and columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey, October 2001-September 2002.

Table B-9. FY 2002 NPS Active Component Enlisted Accessions by Quality, Service, and Gender

GENDER	QUALITY				TOTAL	
	HIGH QUALITY *		NON-HIGH QUALITY			
	#	%	#	%	#	%
ARMY						
Males	32,609	57.52%	24,082	42.48%	56,691	100.00%
Females	7,232	56.06%	5,668	43.94%	12,900	100.00%
Total	39,841	57.25%	29,750	42.75%	69,591	100.00%
NAVY						
Males	20,274	56.39%	15,678	43.61%	35,952	100.00%
Females	4,585	60.74%	2,963	39.26%	7,548	100.00%
Total	24,859	57.15%	18,641	42.85%	43,500	100.00%
MARINE CORPS						
Males	19,059	63.94%	10,748	36.06%	29,807	100.00%
Females	1,548	71.50%	617	28.50%	2,165	100.00%
Total	20,607	64.45%	11,365	35.55%	31,972	100.00%
AIR FORCE						
Males	21,158	76.37%	6,548	23.63%	27,706	100.00%
Females	6,078	69.53%	2,663	30.47%	8,741	100.00%
Total	27,236	74.73%	9,211	25.27%	36,447	100.00%
TOTAL DoD						
Males	93,100	62.00%	57,056	38.00%	150,156	100.00%
Females	19,443	62.01%	11,911	37.99%	31,354	100.00%
Total	112,543	62.00%	68,967	38.00%	181,510	100.00%

* High quality accessions are AFQT Category I - IIIA, high school graduates.

Table B-10. FY 2002 NPS Active Component Enlisted Accessions by Quality, Service, and Race/Ethnicity

RACE/ ETHNICITY	QUALITY				TOTAL	
	HIGH QUALITY *		NON-HIGH QUALITY			
	#	%	#	%	#	%
ARMY						
White	29,118	62.91%	17,169	37.09%	46,287	100.00%
Black	5,250	44.06%	6,666	55.94%	11,916	100.00%
Hispanic	3,710	45.96%	4,362	54.04%	8,072	100.00%
Other	1,763	53.17%	1,553	46.83%	3,316	100.00%
Total	39,841	57.25%	29,750	42.75%	69,591	100.00%
NAVY						
White	17,110	64.99%	9,218	35.01%	26,328	100.00%
Black	2,820	36.38%	4,931	63.62%	7,751	100.00%
Hispanic	2,587	48.14%	2,787	51.86%	5,374	100.00%
Other	2,342	57.87%	1,705	42.13%	4,047	100.00%
Total	24,859	57.15%	18,641	42.85%	43,500	100.00%
MARINE CORPS						
White	15,707	69.37%	6,935	30.63%	22,642	100.00%
Black	1,418	44.48%	1,770	55.52%	3,188	100.00%
Hispanic	2,430	55.14%	1,977	44.86%	4,407	100.00%
Other	1,052	60.63%	683	39.37%	1,735	100.00%
Total	20,607	64.45%	11,365	35.55%	31,972	100.00%
AIR FORCE						
White	20,785	79.10%	5,492	20.90%	26,277	100.00%
Black	3,348	59.10%	2,317	40.90%	5,665	100.00%
Hispanic	1,741	65.77%	906	34.23%	2,647	100.00%
Other	1,362	73.30%	496	26.70%	1,858	100.00%
Total	27,236	74.73%	9,211	25.27%	36,447	100.00%
TOTAL DoD						
White	82,720	68.06%	38,814	31.94%	121,534	100.00%
Black	12,836	45.01%	15,684	54.99%	28,520	100.00%
Hispanic	10,468	51.06%	10,032	48.94%	20,500	100.00%
Other	6,519	59.50%	4,437	40.50%	10,956	100.00%
Total	112,543	62.00%	68,967	38.00%	181,510	100.00%

* High quality accessions are AFQT Category I-III A, high school graduates.

Table B-11. FY 2002 NPS Active Component Enlisted Accessions by Census Region, Division, State, and Gender with Civilian Comparison Group

CENSUS REGION CENSUS DIVISION STATE	DoD						18-24 YEAR OLD CIVILIANS		
	MALES		FEMALES		TOTAL		MALES	FEMALES	TOTAL
	#	%	#	%	#	%	%	%	%
NORTHEAST REGION	21,082	83.19%	4,260	16.81%	25,342	100.00%	49.95%	50.05%	100.00%
<i>New England Division</i>	4,983	85.08%	874	14.92%	5,857	100.00%	49.69%	50.31%	100.00%
Maine	751	83.54%	148	16.46%	899	100.00%	50.55%	49.45%	100.00%
New Hampshire	650	85.87%	107	14.13%	757	100.00%	48.82%	51.18%	100.00%
Vermont	270	87.95%	37	12.05%	307	100.00%	51.06%	48.94%	100.00%
Massachusetts	1,847	85.51%	313	14.49%	2,160	100.00%	48.63%	51.37%	100.00%
Rhode Island	394	84.55%	72	15.45%	466	100.00%	51.89%	48.11%	100.00%
Connecticut	1,071	84.46%	197	15.54%	1,268	100.00%	51.02%	48.98%	100.00%
<i>Middle Atlantic Division</i>	16,099	82.62%	3,386	17.38%	19,485	100.00%	50.05%	49.95%	100.00%
New York	7,706	82.26%	1,662	17.74%	9,368	100.00%	49.43%	50.57%	100.00%
New Jersey	3,049	82.38%	652	17.62%	3,701	100.00%	49.60%	50.40%	100.00%
Pennsylvania	5,344	83.29%	1,072	16.71%	6,416	100.00%	51.26%	48.74%	100.00%
NORTH CENTRAL REGION	31,787	84.44%	5,859	15.56%	37,646	100.00%	49.71%	50.29%	100.00%
<i>East North Central Division</i>	22,320	84.41%	4,123	15.59%	26,443	100.00%	49.13%	50.87%	100.00%
Ohio	6,092	84.93%	1,081	15.07%	7,173	100.00%	47.66%	52.34%	100.00%
Indiana	3,204	85.05%	563	14.95%	3,767	100.00%	50.00%	50.00%	100.00%
Illinois	5,790	84.16%	1,090	15.84%	6,880	100.00%	48.25%	51.75%	100.00%
Michigan	4,768	84.24%	892	15.76%	5,660	100.00%	51.57%	48.43%	100.00%
Wisconsin	2,466	83.23%	497	16.77%	2,963	100.00%	48.42%	51.58%	100.00%
<i>West North Central Division</i>	9,467	84.50%	1,736	15.50%	11,203	100.00%	50.96%	49.04%	100.00%
Minnesota	1,818	85.07%	319	14.93%	2,137	100.00%	52.12%	47.88%	100.00%
Iowa	1,394	83.72%	271	16.28%	1,665	100.00%	52.19%	47.81%	100.00%
Missouri	3,100	85.40%	530	14.60%	3,630	100.00%	51.16%	48.84%	100.00%
North Dakota	289	82.34%	62	17.66%	351	100.00%	52.31%	47.69%	100.00%
South Dakota	480	80.00%	120	20.00%	600	100.00%	48.74%	51.26%	100.00%
Nebraska	974	83.11%	198	16.89%	1,172	100.00%	48.41%	51.59%	100.00%
Kansas	1,412	85.68%	236	14.32%	1,648	100.00%	49.04%	50.96%	100.00%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

CENSUS REGION	DoD						18-24 YEAR OLD CIVILIANS		
CENSUS DIVISION	MALES		FEMALES		TOTAL		MALES	FEMALES	TOTAL
STATE	#	%	#	%	#	%	%	%	%
SOUTH REGION	61,401	81.79%	13,670	18.21%	75,071	100.00%	49.23%	50.77%	100.00%
South Atlantic Division	29,945	80.70%	7,161	19.30%	37,106	100.00%	49.05%	50.95%	100.00%
Delaware	363	80.31%	89	19.69%	452	100.00%	46.65%	53.35%	100.00%
Maryland	2,695	80.93%	635	19.07%	3,330	100.00%	48.97%	51.03%	100.00%
District of Columbia	133	78.24%	37	21.76%	170	100.00%	48.56%	51.44%	100.00%
Virginia	4,243	80.22%	1,046	19.78%	5,289	100.00%	52.38%	47.62%	100.00%
West Virginia	1,113	86.35%	176	13.65%	1,289	100.00%	49.61%	50.39%	100.00%
North Carolina	4,273	80.68%	1,023	19.32%	5,296	100.00%	47.98%	52.02%	100.00%
South Carolina	2,541	79.61%	651	20.39%	3,192	100.00%	48.22%	51.78%	100.00%
Georgia	4,695	80.81%	1,115	19.19%	5,810	100.00%	44.72%	55.28%	100.00%
Florida	9,889	80.54%	2,389	19.46%	12,278	100.00%	50.94%	49.06%	100.00%
East South Central Division	9,486	83.31%	1,900	16.69%	11,386	100.00%	47.71%	52.29%	100.00%
Kentucky	1,946	85.46%	331	14.54%	2,277	100.00%	47.62%	52.38%	100.00%
Tennessee	2,916	85.99%	475	14.01%	3,391	100.00%	45.57%	54.43%	100.00%
Alabama	3,031	82.48%	644	17.52%	3,675	100.00%	50.56%	49.44%	100.00%
Mississippi	1,593	77.97%	450	22.03%	2,043	100.00%	47.80%	52.20%	100.00%
West South Central Division	21,970	82.66%	4,609	17.34%	26,579	100.00%	50.32%	49.68%	100.00%
Arkansas	1,701	85.31%	293	14.69%	1,994	100.00%	51.44%	48.56%	100.00%
Louisiana	2,814	79.02%	747	20.98%	3,561	100.00%	48.89%	51.11%	100.00%
Oklahoma	2,508	84.25%	469	15.75%	2,977	100.00%	50.46%	49.54%	100.00%
Texas	14,947	82.82%	3,100	17.18%	18,047	100.00%	50.50%	49.50%	100.00%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

CENSUS REGION	DoD						18-24 YEAR OLD CIVILIANS		
CENSUS DIVISION	MALES		FEMALES		TOTAL		MALES	FEMALES	TOTAL
STATE	#	%	#	%	#	%	%	%	%
WEST REGION	34,454	82.66%	7,226	17.34%	41,680	100.00%	50.58%	49.42%	100.00%
<i>Mountain Division</i>	<i>11,501</i>	<i>83.58%</i>	<i>2,259</i>	<i>16.42%</i>	<i>13,760</i>	<i>100.00%</i>	<i>50.89%</i>	<i>49.11%</i>	<i>100.00%</i>
Montana	815	81.42%	186	18.58%	1,001	100.00%	51.55%	48.45%	100.00%
Idaho	955	85.12%	167	14.88%	1,122	100.00%	47.56%	52.44%	100.00%
Wyoming	385	86.71%	59	13.29%	444	100.00%	47.62%	52.38%	100.00%
Colorado	2,379	83.65%	465	16.35%	2,844	100.00%	49.93%	50.07%	100.00%
New Mexico	1,227	80.09%	305	19.91%	1,532	100.00%	47.74%	52.26%	100.00%
Arizona	3,245	83.38%	647	16.62%	3,892	100.00%	18.17%	46.39%	100.00%
Utah	1,140	88.99%	141	11.01%	1,281	100.00%	50.24%	49.76%	100.00%
Nevada	1,355	82.42%	289	17.58%	1,644	100.00%	52.86%	47.14%	100.00%
<i>Pacific Division</i>	<i>22,953</i>	<i>82.21%</i>	<i>4,967</i>	<i>17.79%</i>	<i>27,920</i>	<i>100.00%</i>	<i>50.46%</i>	<i>49.54%</i>	<i>100.00%</i>
Washington	3,596	82.46%	765	17.54%	4,361	100.00%	48.75%	51.25%	100.00%
Oregon	2,227	83.82%	430	16.18%	2,657	100.00%	52.95%	52.95%	100.00%
California	16,073	82.11%	3,502	17.89%	19,575	100.00%	50.47%	49.53%	100.00%
Alaska	492	82.14%	107	17.86%	599	100.00%	50.78%	49.22%	100.00%
Hawaii	565	77.61%	163	22.39%	728	100.00%	51.21%	48.79%	100.00%
UNITED STATES SUBTOTAL	148,724	82.74%	31,015	17.26%	179,739	100.00%	49.80%	50.20%	100.00%
TERRITORIES, POSSESSIONS, OR UNKNOWN	1,432	80.86%	339	19.14%	1,771	100.00%			
TOTAL	150,156	82.73%	31,354	17.27%	181,510	100.00%			

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Table B-12. FY 2002 NPS Active Component Enlisted Accessions by Census Region, Division, State, and Race/Ethnicity with Civilian Comparison Group

CENSUS REGION CENSUS DIVISION STATE	DoD								18-24 YEAR OLD CIVILIANS			
	WHITE		BLACK		HISPANIC		OTHER		WHITE	BLACK	HISPANIC	OTHER
	#	%	#	%	#	%	#	%	%	%	%	%
NORTHEAST REGION	17,356	68.49%	4,114	16.23%	2,603	10.27%	1,269	5.01%	71.01%	13.51%	11.28%	4.21%
<i>New England Division</i>	<i>4,892</i>	<i>83.52%</i>	<i>423</i>	<i>7.22%</i>	<i>314</i>	<i>5.36%</i>	<i>228</i>	<i>3.89%</i>	<i>79.81%</i>	<i>7.84%</i>	<i>9.25%</i>	<i>3.10%</i>
Maine	850	94.55%	17	1.89%	6	0.67%	26	2.89%	95.58%	1.03%	1.32%	2.06%
New Hampshire	707	93.39%	7	0.92%	15	1.98%	28	3.70%	94.54%	0.92%	2.45%	2.09%
Vermont	294	95.77%	0	0.00%	5	1.63%	8	2.61%	95.10%	1.34%	1.40%	2.16%
Massachusetts	1,761	81.53%	184	8.52%	119	5.51%	96	4.44%	76.02%	9.75%	10.56%	3.67%
Rhode Island	375	80.47%	48	10.30%	18	3.86%	25	5.36%	75.64%	6.49%	13.66%	4.21%
Connecticut	905	71.37%	167	13.17%	151	11.91%	45	3.55%	73.67%	11.06%	12.74%	2.53%
<i>Middle Atlantic Division</i>	<i>12,464</i>	<i>63.97%</i>	<i>3,691</i>	<i>18.94%</i>	<i>2,289</i>	<i>11.75%</i>	<i>1,041</i>	<i>5.34%</i>	<i>67.91%</i>	<i>15.50%</i>	<i>11.99%</i>	<i>4.60%</i>
New York	5,142	54.89%	2,138	22.82%	1,495	15.96%	593	6.33%	59.52%	18.72%	15.85%	5.92%
New Jersey	1,925	52.01%	843	22.78%	665	17.97%	268	7.24%	63.87%	16.14%	14.24%	5.74%
Pennsylvania	5,397	84.12%	710	11.07%	129	2.01%	180	2.81%	83.25%	10.17%	4.69%	1.89%
NORTH CENTRAL REGION	31,279	83.09%	3,824	10.16%	1,227	3.26%	1,316	3.50%	79.73%	11.68%	5.71%	2.88%
<i>East North Central Division</i>	<i>21,394</i>	<i>80.91%</i>	<i>3,215</i>	<i>12.16%</i>	<i>1,034</i>	<i>3.91%</i>	<i>800</i>	<i>3.03%</i>	<i>76.97%</i>	<i>13.57%</i>	<i>6.57%</i>	<i>2.89%</i>
Ohio	6,065	84.55%	864	12.05%	88	1.23%	156	2.17%	78.67%	16.50%	3.08%	1.76%
Indiana	3,332	88.45%	304	8.07%	70	1.86%	61	1.62%	88.70%	6.53%	3.29%	1.48%
Illinois	4,793	69.67%	1,131	16.44%	656	9.53%	300	4.36%	65.14%	17.36%	14.31%	3.19%
Michigan	4,614	81.52%	726	12.83%	146	2.58%	174	3.07%	78.46%	14.40%	3.06%	4.08%
Wisconsin	2,590	87.41%	190	6.41%	74	2.50%	109	3.68%	85.43%	5.07%	5.86%	3.65%
<i>West North Central Division</i>	<i>9,885</i>	<i>88.24%</i>	<i>609</i>	<i>5.44%</i>	<i>193</i>	<i>1.72%</i>	<i>516</i>	<i>4.61%</i>	<i>85.73%</i>	<i>7.56%</i>	<i>3.85%</i>	<i>2.85%</i>
Minnesota	1,951	91.30%	62	2.90%	34	1.59%	90	4.21%	87.89%	3.58%	4.26%	4.28%
Iowa	1,568	94.17%	35	2.10%	20	1.20%	42	2.52%	90.28%	3.10%	4.00%	2.62%
Missouri	3,123	86.03%	337	9.28%	33	0.91%	137	3.77%	81.18%	15.74%	1.87%	1.21%
North Dakota	301	85.75%	4	1.14%	3	0.85%	43	12.25%	91.33%	1.12%	0.70%	6.85%
South Dakota	504	84.00%	8	1.33%	8	1.33%	80	13.33%	89.98%	1.57%	0.57%	7.88%
Nebraska	1,045	89.16%	59	5.03%	37	3.16%	31	2.65%	86.21%	5.08%	6.64%	2.07%
Kansas	1,393	84.53%	104	6.31%	58	3.52%	93	5.64%	83.70%	7.48%	6.64%	2.19%

Rows may not add to 100 percent due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Table B-12 (Continued). FY 2002 NPS Active Component Enlisted Accessions by Census Region, Division, State, and Race/Ethnicity with Civilian Comparison Group

CENSUS REGION CENSUS DIVISION STATE	DoD								18-24 YEAR OLD CIVILIANS			
	WHITE		BLACK		HISPANIC		OTHER		WHITE	BLACK	HISPANIC	OTHER
	#	%	#	%	#	%	#	%	%	%	%	%
SOUTH REGION	46,407	61.82%	18,060	24.06%	7,769	10.35%	2,835	3.78%	59.59%	22.79%	14.68%	2.94%
<i>South Atlantic Division</i>	<i>22,623</i>	<i>60.97%</i>	<i>10,946</i>	<i>29.50%</i>	<i>2,101</i>	<i>5.66%</i>	<i>1,436</i>	<i>3.87%</i>	<i>60.18%</i>	<i>26.10%</i>	<i>10.50%</i>	<i>3.21%</i>
Delaware	315	69.69%	112	24.78%	9	1.99%	16	3.54%	68.58%	22.07%	7.21%	2.14%
Maryland	1,891	56.79%	1,178	35.38%	70	2.10%	191	5.74%	55.29%	34.07%	8.29%	2.35%
District of Columbia	19	11.18%	135	79.41%	8	4.71%	8	4.71%	28.11%	57.94%	10.19%	3.75%
Virginia	3,308	62.54%	1,564	29.57%	126	2.38%	291	5.50%	62.45%	24.90%	6.46%	6.19%
West Virginia	1,230	95.42%	49	3.80%	0	0.00%	10	0.78%	92.75%	5.46%	0.85%	0.94%
North Carolina	3,325	62.78%	1,670	31.53%	68	1.28%	233	4.40%	61.44%	25.91%	7.42%	5.23%
South Carolina	1,696	53.13%	1,391	43.58%	24	0.75%	81	2.54%	64.47%	32.29%	1.95%	1.29%
Georgia	3,069	52.82%	2,506	43.13%	89	1.53%	146	2.51%	58.71%	33.47%	5.85%	1.98%
Florida	7,770	63.28%	2,341	19.07%	1,707	13.90%	460	3.75%	57.21%	19.56%	20.49%	2.73%
<i>East South Central Division</i>	<i>8,152</i>	<i>71.60%</i>	<i>2,891</i>	<i>25.39%</i>	<i>96</i>	<i>0.84%</i>	<i>247</i>	<i>2.17%</i>	<i>71.19%</i>	<i>24.63%</i>	<i>3.25%</i>	<i>0.93%</i>
Kentucky	1,991	87.44%	205	9.00%	20	0.88%	61	2.68%	88.85%	7.93%	3.01%	0.21%
Tennessee	2,743	80.89%	522	15.39%	42	1.24%	84	2.48%	74.50%	19.71%	4.59%	1.19%
Alabama	2,276	61.93%	1,299	35.35%	24	0.65%	76	2.07%	64.82%	30.95%	2.47%	1.76%
Mississippi	1,142	55.90%	865	42.34%	10	0.49%	26	1.27%	46.38%	51.41%	2.06%	0.15%
<i>West South Central Division</i>	<i>15,632</i>	<i>58.81%</i>	<i>4,223</i>	<i>15.89%</i>	<i>5,572</i>	<i>20.96%</i>	<i>1,152</i>	<i>4.33%</i>	<i>52.49%</i>	<i>16.92%</i>	<i>26.96%</i>	<i>3.63%</i>
Arkansas	1,573	78.89%	357	17.90%	17	0.85%	47	2.36%	66.71%	24.02%	7.60%	1.68%
Louisiana	2,120	59.53%	1,306	36.68%	49	1.38%	86	2.42%	60.90%	35.95%	2.78%	0.37%
Oklahoma	2,295	77.09%	256	8.60%	72	2.42%	354	11.89%	77.16%	9.33%	4.34%	9.17%
Texas	9,644	53.44%	2,304	12.77%	5,434	30.11%	665	3.68%	44.78%	12.78%	38.69%	3.75%

Rows may not add to 100 percent due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Table B-12 (Continued). FY 2002 NPS Active Component Enlisted Accessions by Census Region, Division, State, and Race/Ethnicity with Civilian Comparison Group

CENSUS REGION CENSUS DIVISION STATE	DoD								18-24 YEAR OLD CIVILIANS			
	WHITE		BLACK		HISPANIC		OTHER		WHITE	BLACK	HISPANIC	OTHER
	#	%	#	%	#	%	#	%	%	%	%	%
WEST REGION	26,351	63.22%	2,370	5.69%	7,589	18.21%	5,370	12.88%	55.04%	4.78%	29.35%	10.83%
<i>Mountain Division</i>	<i>10,198</i>	<i>74.11%</i>	<i>479</i>	<i>3.48%</i>	<i>1,935</i>	<i>14.06%</i>	<i>1,148</i>	<i>8.34%</i>	<i>66.66%</i>	<i>2.71%</i>	<i>24.56%</i>	<i>6.07%</i>
Montana	884	88.31%	6	0.60%	19	1.90%	92	9.19%	88.48%	1.58%	2.53%	7.42%
Idaho	1,005	89.57%	7	0.62%	54	4.81%	56	4.99%	86.26%	0.21%	11.52%	2.01%
Wyoming	399	89.86%	4	0.90%	28	6.31%	13	2.93%	92.49%	0.30%	4.81%	2.41%
Colorado	2,259	79.43%	134	4.71%	290	10.20%	161	5.66%	72.18%	3.49%	22.00%	2.33%
New Mexico	748	48.83%	32	2.09%	538	35.12%	214	13.97%	39.64%	1.40%	48.18%	10.78%
Arizona	2,665	68.47%	156	4.01%	739	18.99%	332	8.53%	53.51%	3.04%	33.32%	10.12%
Utah	1,109	86.57%	22	1.72%	76	5.93%	74	5.78%	86.40%	0.41%	9.21%	3.97%
Nevada	1,129	68.67%	118	7.18%	191	11.62%	206	12.53%	54.89%	8.18%	31.06%	5.87%
<i>Pacific Division</i>	<i>16,153</i>	<i>57.85%</i>	<i>1,891</i>	<i>6.77%</i>	<i>5,654</i>	<i>20.25%</i>	<i>4,222</i>	<i>15.12%</i>	<i>50.44%</i>	<i>5.60%</i>	<i>31.25%</i>	<i>12.72%</i>
Washington	3,502	80.30%	170	3.90%	238	5.46%	451	10.34%	83.51%	3.01%	6.49%	6.99%
Oregon	2,239	84.27%	53	1.99%	116	4.37%	249	9.37%	80.42%	1.55%	11.40%	6.64%
California	9,828	50.21%	1,601	8.18%	5,258	26.86%	2,888	14.75%	43.53%	6.43%	37.66%	12.38%
Alaska	456	76.13%	28	4.67%	19	3.17%	96	16.03%	67.43%	3.80%	5.40%	23.37%
Hawaii	128	17.58%	39	5.36%	23	3.16%	538	73.90%	23.47%	2.05%	1.96%	72.52%
UNITED STATES SUBTOTAL	121,393	67.54%	28,368	15.78%	19,188	10.68%	10,790	6.00%	65.13%	14.17%	15.61%	5.09%
TERRITORIES, POSSESSIONS, OR UNKNOWN	141	7.96%	152	8.58%	1,312	74.08%	166	9.37%				
TOTAL	121,534	66.96%	28,520	15.71%	20,500	11.29%	10,956	6.04%				

Rows may not add to 100 percent due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Table B-13. FY 2002 PS Active Component Enlisted Accessions by Age, Service, and Gender with Civilian Comparison Group

AGE	SERVICE												TOTAL DoD			17-35 YR OLD CIVILIANS		
	ARMY			NAVY			MARINE CORPS			AIR FORCE								
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
17	7	0	7	2	0	2	2	0	2	2	2	4	13	2	15	855,367	866,661	1,722,027
18	100	25	125	20	3	23	15	2	17	29	6	35	164	36	200	1,079,013	1,048,499	2,127,512
19	384	87	471	35	4	39	28	4	32	39	13	52	486	108	594	1,335,959	1,275,505	2,611,464
20	469	84	553	36	7	43	32	1	33	43	8	51	580	100	680	1,381,177	1,300,766	2,681,943
21	436	82	518	45	4	49	36	4	40	51	21	72	568	111	679	1,458,435	1,309,844	2,768,280
22	553	93	646	87	5	92	54	4	58	109	25	134	803	127	930	1,478,503	1,399,326	2,877,829
23	573	105	678	163	12	175	79	3	82	215	37	252	1,030	157	1,187	1,527,235	1,315,597	2,842,832
24	563	71	634	152	17	169	88	2	90	214	35	249	1,017	125	1,142	1,522,895	1,410,993	2,933,888
25+	3,829	424	4,253	1,417	158	1,575	299	12	311	1,155	169	1,324	6,700	763	7,463	17,834,681	15,130,951	32,965,632
TOTAL	6,914	971	7,885	1,957	210	2,167	633	32	665	1,857	316	2,173	11,361	1,529	12,890	28,473,264	25,058,141	53,531,406
b. Percent																		
17	0.10%	0.00%	0.09%	0.10%	0.00%	0.09%	0.32%	0.00%	0.30%	0.11%	0.63%	0.18%	0.11%	0.13%	0.12%	3.00%	3.46%	3.22%
18	1.45%	2.57%	1.59%	1.02%	1.43%	1.06%	2.37%	6.25%	2.56%	1.56%	1.90%	1.61%	1.44%	2.35%	1.55%	3.79%	4.18%	3.97%
19	5.55%	8.96%	5.97%	1.79%	1.90%	1.80%	4.42%	12.50%	4.81%	2.10%	4.11%	2.39%	4.28%	7.06%	4.61%	4.69%	5.09%	4.88%
20	6.78%	8.65%	7.01%	1.84%	3.33%	1.98%	5.06%	3.13%	4.96%	2.32%	2.53%	2.35%	5.11%	6.54%	5.28%	4.85%	5.19%	5.01%
21	6.31%	8.44%	6.57%	2.30%	1.90%	2.26%	5.69%	12.50%	6.02%	2.75%	6.65%	3.31%	5.00%	7.26%	5.27%	5.12%	5.23%	5.17%
22	8.00%	9.58%	8.19%	4.45%	2.38%	4.25%	8.53%	12.50%	8.72%	5.87%	7.91%	6.17%	7.07%	8.31%	7.21%	5.19%	5.58%	5.38%
23	8.29%	10.81%	8.60%	8.33%	5.71%	8.08%	12.48%	9.38%	12.33%	11.58%	11.71%	11.60%	9.07%	10.27%	9.21%	5.36%	5.25%	5.31%
24	8.14%	7.31%	8.04%	7.77%	8.10%	7.80%	13.90%	6.25%	13.53%	11.52%	11.08%	11.46%	8.95%	8.18%	8.86%	5.35%	5.63%	5.48%
25+	55.38%	43.67%	53.94%	72.41%	75.24%	72.68%	47.24%	37.50%	46.77%	62.20%	53.48%	60.93%	58.97%	49.90%	57.90%	62.64%	60.38%	61.58%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Rows and columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Table B-14. FY 2002 PS Active Component Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

AGE	MILITARY												17-35 YEAR OLD		
	MARRIED			UNMARRIED			TOTAL DoD			PERCENT MARRIED			MARRIED CIVILIANS		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
17	0	0	0	13	2	15	13	2	15	0.00%	0.00%	0.00%	850,858	857,401	1,708,259
18	14	2	16	150	34	184	164	36	200	8.54%	5.56%	8.00%	1,062,475	1,018,295	2,080,770
19	65	21	86	421	87	508	486	108	594	13.37%	19.44%	14.48%	1,296,094	1,202,890	2,498,984
20	114	25	139	466	75	541	580	100	680	19.66%	25.00%	20.44%	1,310,799	1,184,016	2,494,815
21	139	34	173	429	77	506	568	111	679	24.47%	30.63%	25.48%	1,326,351	1,125,342	2,451,693
22	294	54	348	509	73	582	803	127	930	36.61%	42.52%	37.42%	1,283,006	1,141,679	2,424,684
23	448	82	530	582	75	657	1,030	157	1,187	43.50%	52.23%	44.65%	1,226,333	972,125	2,198,458
24	496	78	574	521	47	568	1,017	125	1,142	48.77%	62.40%	50.26%	1,137,882	960,884	2,098,766
25	504	51	555	410	44	454	914	95	1,009	55.14%	53.68%	55.00%	970,695	835,884	1,806,579
26	470	57	527	389	40	429	859	97	956	54.71%	58.76%	55.13%	919,635	730,363	1,649,998
27	426	48	474	330	29	359	756	77	833	56.35%	62.34%	56.90%	830,455	699,661	1,530,116
28	417	69	486	285	25	310	702	94	796	59.40%	73.40%	61.06%	742,160	652,389	1,394,550
29	399	39	438	264	25	289	663	64	727	60.18%	60.94%	60.25%	728,508	595,071	1,323,580
30	336	44	380	216	27	243	552	71	623	60.87%	61.97%	61.00%	746,429	629,451	1,375,880
31	326	28	354	192	25	217	518	53	571	62.93%	52.83%	62.00%	731,969	641,499	1,373,468
32	257	31	288	154	12	166	411	43	454	62.53%	72.09%	63.44%	665,991	584,705	1,250,696
33	209	27	236	117	9	126	326	36	362	64.11%	75.00%	65.19%	602,387	540,835	1,143,223
34	200	24	224	90	8	98	290	32	322	68.97%	75.00%	69.57%	544,378	539,209	1,083,587
35	116	19	135	78	11	89	194	30	224	59.79%	63.33%	60.27%	562,098	559,699	1,121,798
36+	360	44	404	155	27	182	515	71	586	69.90%	61.97%	68.94%	NA	NA	NA
TOTAL	5,590	777	6,367	5,771	752	6,523	11,361	1,529	12,890	49.20%	50.82%	49.39%	17,538,503	15,471,399	33,009,902

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Table B-14 (Continued). FY 2002 PS Active Component Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

AGE	MILITARY									17-35 YEAR OLD		
	MARRIED			UNMARRIED			TOTAL DoD			MARRIED CIVILIANS		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
17	0.00%	0.00%	0.00%	0.23%	0.27%	0.23%	0.11%	0.13%	0.12%	4.85%	5.54%	5.17%
18	0.25%	0.26%	0.25%	2.60%	4.52%	2.82%	1.44%	2.35%	1.55%	6.06%	6.58%	6.30%
19	1.16%	2.70%	1.35%	7.30%	11.57%	7.79%	4.28%	7.06%	4.61%	7.39%	7.77%	7.57%
20	2.04%	3.22%	2.18%	8.07%	9.97%	8.29%	5.11%	6.54%	5.28%	7.47%	7.65%	7.56%
21	2.49%	4.38%	2.72%	7.43%	10.24%	7.76%	5.00%	7.26%	5.27%	7.56%	7.27%	7.43%
22	5.26%	6.95%	5.47%	8.82%	9.71%	8.92%	7.07%	8.31%	7.21%	7.32%	7.38%	7.35%
23	8.01%	10.55%	8.32%	10.08%	9.97%	10.07%	9.07%	10.27%	9.21%	6.99%	6.28%	6.66%
24	8.87%	10.04%	9.02%	9.03%	6.25%	8.71%	8.95%	8.18%	8.86%	6.49%	6.21%	6.36%
25	9.02%	6.56%	8.72%	7.10%	5.85%	6.96%	8.05%	6.21%	7.83%	5.53%	5.40%	5.47%
26	8.41%	7.34%	8.28%	6.74%	5.32%	6.58%	7.56%	6.34%	7.42%	5.24%	4.72%	5.00%
27	7.62%	6.18%	7.44%	5.72%	3.86%	5.50%	6.65%	5.04%	6.46%	4.74%	4.52%	4.64%
28	7.46%	8.88%	7.63%	4.94%	3.32%	4.75%	6.18%	6.15%	6.18%	4.23%	4.22%	4.22%
29	7.14%	5.02%	6.88%	4.57%	3.32%	4.43%	5.84%	4.19%	5.64%	4.15%	3.85%	4.01%
30	6.01%	5.66%	5.97%	3.74%	3.59%	3.73%	4.86%	4.64%	4.83%	4.26%	4.07%	4.17%
31	5.83%	3.60%	5.56%	3.33%	3.32%	3.33%	4.56%	3.47%	4.43%	4.17%	4.15%	4.16%
32	4.60%	3.99%	4.52%	2.67%	1.60%	2.54%	3.62%	2.81%	3.52%	3.80%	3.78%	3.79%
33	3.74%	3.47%	3.71%	2.03%	1.20%	1.93%	2.87%	2.35%	2.81%	3.43%	3.50%	3.46%
34	3.58%	3.09%	3.52%	1.56%	1.06%	1.50%	2.55%	2.09%	2.50%	3.10%	3.49%	3.28%
35	2.08%	2.45%	2.12%	1.35%	1.46%	1.36%	1.71%	1.96%	1.74%	3.20%	3.62%	3.40%
36+	6.44%	5.66%	6.35%	2.69%	3.59%	2.79%	4.53%	4.64%	4.55%	NA	NA	NA
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Table B-15. FY 2002 PS Active Component Enlisted Accessions by Race/Ethnicity, Service, and Gender with Civilian Comparison Group

RACE/ ETHNICITY	SERVICE												TOTAL DoD			17-35 YR OLD CIVILIANS		
	ARMY			NAVY			MARINE CORPS			AIR FORCE								
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
White	4,813	443	5,256	1,337	102	1,439	485	19	504	1,500	211	1,711	8,135	775	8,910	19,096,563	16,767,430	35,863,993
Black	1,193	369	1,562	312	71	383	56	6	62	156	68	224	1,717	514	2,231	3,176,924	3,639,737	6,816,661
Hispanic	663	108	771	174	21	195	59	4	63	107	12	119	1,003	145	1,148	4,717,623	3,371,459	8,089,083
Other	245	51	296	134	16	150	33	3	36	94	25	119	506	95	601	1,482,155	1,279,515	2,761,669
TOTAL	6,914	971	7,885	1,957	210	2,167	633	32	665	1,857	316	2,173	11,361	1,529	12,890	28,473,264	25,058,141	53,531,406
b. Percent																		
White	69.61%	45.62%	66.66%	68.32%	48.57%	66.41%	76.62%	59.38%	75.79%	80.78%	66.77%	78.74%	71.60%	50.69%	69.12%	67.07%	66.91%	67.00%
Black	17.25%	38.00%	19.81%	15.94%	33.81%	17.67%	8.85%	18.75%	9.32%	8.40%	21.52%	10.31%	15.11%	33.62%	17.31%	11.16%	14.53%	12.73%
Hispanic	9.59%	11.12%	9.78%	8.89%	10.00%	9.00%	9.32%	12.50%	9.47%	5.76%	3.80%	5.48%	8.83%	9.48%	8.91%	16.57%	13.45%	15.11%
Other	3.54%	5.25%	3.75%	6.85%	7.62%	6.92%	5.21%	9.38%	5.41%	5.06%	7.91%	5.48%	4.45%	6.21%	4.66%	5.21%	5.11%	5.16%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Rows and columns may not add to totals due to rounding.																		
Source: Civilian data from Bureau of Labor Statistics Current Population Survey, October 2001-September 2002.																		

Table B-16. FY 2002 PS Active Component Enlisted Accessions by Ethnicity and Service

ETHNICITY	SERVICE								TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE			
	#	%	#	%	#	%	#	%	#	%
MEXICAN	270	3.42%	73	3.37%	35	5.26%	44	2.02%	422	3.27%
PUERTO RICAN	250	3.17%	36	1.66%	7	1.05%	18	0.83%	311	2.41%
CUBAN	10	0.13%	1	0.05%	3	0.45%	3	0.14%	17	0.13%
LATIN AMER.	55	0.70%	16	0.74%	6	0.90%	11	0.51%	88	0.68%
OTHER HISP.	186	2.36%	69	3.18%	12	1.80%	43	1.98%	310	2.40%
ALEUTIAN	2	0.03%	1	0.05%	1	0.15%	2	0.09%	6	0.05%
ESKIMO	2	0.03%	2	0.09%	0	0.00%	1	0.05%	5	0.04%
N. AMER. INDIAN	66	0.84%	40	1.85%	12	1.80%	7	0.32%	125	0.97%
CHINESE	7	0.09%	2	0.09%	0	0.00%	6	0.28%	15	0.12%
JAPANESE	3	0.04%	2	0.09%	0	0.00%	5	0.23%	10	0.08%
KOREAN	27	0.34%	8	0.37%	1	0.15%	8	0.37%	44	0.34%
INDIAN	4	0.05%	6	0.28%	0	0.00%	4	0.18%	14	0.11%
FILIPINO	53	0.67%	43	1.98%	5	0.75%	21	0.97%	122	0.95%
VIETNAMESE	10	0.13%	2	0.09%	0	0.00%	7	0.32%	19	0.15%
OTHER ASIAN	29	0.37%	11	0.51%	0	0.00%	3	0.14%	43	0.33%
MELANESIAN	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
MICRONESIAN	3	0.04%	1	0.05%	2	0.30%	0	0.00%	6	0.05%
POLYNESIAN	28	0.36%	1	0.05%	0	0.00%	4	0.18%	33	0.26%
GUAMANIAN	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
OTHER PACIFIC	4	0.05%	1	0.05%	0	0.00%	2	0.09%	7	0.05%
OTHER/NONE *	6,850	86.87%	1,832	84.54%	570	85.71%	1,955	89.97%	11,207	86.94%
UNKNOWN	26	0.33%	20	0.92%	11	1.65%	29	1.33%	86	0.67%
TOTAL	7,885	100.00%	2,167	100.00%	665	100.00%	2,173	100.00%	12,890	100.00%

* "Other/None" includes Whites and Blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

Table B-17. FY 2002 PS Active Component Enlisted Accessions by AFQT Category, Service, and Gender with Civilian Comparison Group

a. Number

GENDER	AFQT CATEGORY						TOTAL
	I	II	III A	III B	IV	Other/Unk.*	
ARMY							
Males	406	2,490	1,826	1,768	313	111	6,914
Females	29	287	293	294	41	27	971
Total	435	2,777	2,119	2,062	354	138	7,885
NAVY							
Males	84	565	346	259	10	693	1,957
Females	4	56	47	39	0	64	210
Total	88	621	393	298	10	757	2,167
MARINE CORPS							
Males	35	208	179	133	0	78	633
Females	0	11	7	8	0	6	32
Total	35	219	186	141	0	84	665
AIR FORCE							
Males	103	503	243	120	0	888	1,857
Females	13	54	32	18	1	198	316
Total	116	557	275	138	1	1,086	2,173
TOTAL DoD							
Males	628	3,766	2,594	2,280	323	1,770	11,361
Females	46	408	379	359	42	295	1,529
Total	674	4,174	2,973	2,639	365	2,065	12,890
1980, 18-23 YEAR OLD CIVILIANS							
Males	1,286,646	3,785,416	1,853,499	2,056,399	2,628,481	1,280,715	12,891,156
Females	731,527	3,370,373	2,032,982	2,589,632	2,716,012	1,077,339	12,517,865
Total	2,018,173	7,155,789	3,886,481	4,646,031	5,344,493	2,358,054	25,409,021

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

* Service numbers include unknowns. Civilian numbers include AFQT Category V.

Table B-17 (Continued). FY 2002 PS Active Component Enlisted Accessions by AFQT Category, Service, and Gender with Civilian Comparison Group

b. Percent

GENDER	AFQT CATEGORY						TOTAL
	I	II	IIIA	IIIB	IV	Other/Unk.*	
ARMY							
Males	5.87%	36.01%	26.41%	25.57%	4.53%	1.61%	100.00%
Females	2.99%	29.56%	30.18%	30.28%	4.22%	2.78%	100.00%
Total	5.52%	35.22%	26.87%	26.15%	4.49%	1.75%	100.00%
NAVY							
Males	4.29%	28.87%	17.68%	13.23%	0.51%	35.41%	100.00%
Females	1.90%	26.67%	22.38%	18.57%	0.00%	30.48%	100.00%
Total	4.06%	28.66%	18.14%	13.75%	0.46%	34.93%	100.00%
MARINE CORPS							
Males	5.53%	32.86%	28.28%	21.01%	0.00%	12.32%	100.00%
Females	0.00%	34.38%	21.88%	25.00%	0.00%	18.75%	100.00%
Total	5.26%	32.93%	27.97%	21.20%	0.00%	12.63%	100.00%
AIR FORCE							
Males	5.55%	27.09%	13.09%	6.46%	0.00%	47.82%	100.00%
Females	4.11%	17.09%	10.13%	5.70%	0.32%	62.66%	100.00%
Total	5.34%	25.63%	12.66%	6.35%	0.05%	49.98%	100.00%
TOTAL DoD							
Males	5.53%	33.15%	22.83%	20.07%	2.84%	15.58%	100.00%
Females	3.01%	26.68%	24.79%	23.48%	2.75%	19.29%	100.00%
Total	5.23%	32.38%	23.06%	20.47%	2.83%	16.02%	100.00%
1980, 18-23 YEAR OLD CIVILIANS							
Males	9.98%	29.36%	14.38%	15.95%	20.39%	9.93%	100.00%
Females	5.84%	26.92%	16.24%	20.69%	21.70%	8.61%	100.00%
Total	7.94%	28.16%	15.30%	18.28%	21.03%	9.28%	100.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

* Service numbers include unknowns. Civilian numbers include AFQT Category V.

Table B-18. FY 2002 PS Active Component Enlisted Accessions by AFQT Category, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	AFQT CATEGORY						TOTAL
	I	II	III A	III B	IV	Other/Unk.	
ARMY							
White	391	2,198	1,385	1,059	142	81	5,256
Black	9	318	437	637	128	33	1,562
Hispanic	19	175	216	284	62	15	771
Other	16	86	81	82	22	9	296
Total	435	2,777	2,119	2,062	354	138	7,885
NAVY							
White	79	466	245	154	4	491	1,439
Black	0	69	88	89	4	133	383
Hispanic	3	39	43	41	2	67	195
Other	6	47	17	14	0	66	150
Total	88	621	393	298	10	757	2,167
MARINE CORPS							
White	31	174	135	100	0	64	504
Black	1	12	17	25	0	7	62
Hispanic	2	22	19	7	0	13	63
Other	1	11	15	9	0	0	36
Total	35	219	186	141	0	84	665
AIR FORCE							
White	98	446	177	84	0	906	1,711
Black	5	54	53	34	0	78	224
Hispanic	4	29	33	16	0	37	119
Other	9	28	12	4	1	65	119
Total	116	557	275	138	1	1,086	2,173
TOTAL DoD							
White	599	3,284	1,942	1,397	146	1,542	8,910
Black	15	453	595	785	132	251	2,231
Hispanic	28	265	311	348	64	132	1,148
Other	32	172	125	109	23	140	601
Total	674	4,174	2,973	2,639	365	2,065	12,890

Table B-18 (Continued). FY 2002 PS Active Component Enlisted Accessions by AFQT Category, Service, and Race/Ethnicity

b. Percent

RACE/ ETHNICITY	AFQT CATEGORY						TOTAL
	I	II	III A	III B	IV	Other/Unk.	
ARMY							
White	7.44%	41.82%	26.35%	20.15%	2.70%	1.54%	100.00%
Black	0.58%	20.36%	27.98%	40.78%	8.19%	2.11%	100.00%
Hispanic	2.46%	22.70%	28.02%	36.84%	8.04%	1.95%	100.00%
Other	5.41%	29.05%	27.36%	27.70%	7.43%	3.04%	100.00%
Total	5.52%	35.22%	26.87%	26.15%	4.49%	1.75%	100.00%
NAVY							
White	5.49%	32.38%	17.03%	10.70%	0.28%	34.12%	100.00%
Black	0.00%	18.02%	22.98%	23.24%	1.04%	34.73%	100.00%
Hispanic	1.54%	20.00%	22.05%	21.03%	1.03%	34.36%	100.00%
Other	4.00%	31.33%	11.33%	9.33%	0.00%	44.00%	100.00%
Total	4.06%	28.66%	18.14%	13.75%	0.46%	34.93%	100.00%
MARINE CORPS							
White	6.15%	34.52%	26.79%	19.84%	0.00%	12.70%	100.00%
Black	1.61%	19.35%	27.42%	40.32%	0.00%	11.29%	100.00%
Hispanic	3.17%	34.92%	30.16%	11.11%	0.00%	20.63%	100.00%
Other	2.78%	30.56%	41.67%	25.00%	0.00%	0.00%	100.00%
Total	5.26%	32.93%	27.97%	21.20%	0.00%	12.63%	100.00%
AIR FORCE							
White	5.73%	26.07%	10.34%	4.91%	0.00%	52.95%	100.00%
Black	2.23%	24.11%	23.66%	15.18%	0.00%	34.82%	100.00%
Hispanic	3.36%	24.37%	27.73%	13.45%	0.00%	31.09%	100.00%
Other	7.56%	23.53%	10.08%	3.36%	0.84%	54.62%	100.00%
Total	5.34%	25.63%	12.66%	6.35%	0.05%	49.98%	100.00%
TOTAL DoD							
White	6.72%	36.86%	21.80%	15.68%	1.64%	17.31%	100.00%
Black	0.67%	20.30%	26.67%	35.19%	5.92%	11.25%	100.00%
Hispanic	2.44%	23.08%	27.09%	30.31%	5.57%	11.50%	100.00%
Other	5.32%	28.62%	20.80%	18.14%	3.83%	23.29%	100.00%
Total	5.23%	32.38%	23.06%	20.47%	2.83%	16.02%	100.00%

Rows may not add to totals due to rounding.

Table B-19. FY 2002 PS Active Component Enlisted Accessions by Education, Service, and Gender with Civilian Comparison Group

GENDER	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY								
Males	6,296	91.06%	605	8.75%	13	0.19%	6,914	100.00%
Females	919	94.64%	48	4.94%	4	0.41%	971	100.00%
Total	7,215	91.50%	653	8.28%	17	0.22%	7,885	100.00%
NAVY								
Males	1,882	96.17%	64	3.27%	11	0.56%	1,957	100.00%
Females	206	98.10%	3	1.43%	1	0.48%	210	100.00%
Total	2,088	96.35%	67	3.09%	12	0.55%	2,167	100.00%
MARINE CORPS								
Males	622	98.26%	11	1.74%	0	0.00%	633	100.00%
Females	32	100.00%	0	0.00%	0	0.00%	32	100.00%
Total	654	98.35%	11	1.65%	0	0.00%	665	100.00%
AIR FORCE								
Males	1,845	99.35%	11	0.59%	1	0.05%	1,857	100.00%
Females	316	100.00%	0	0.00%	0	0.00%	316	100.00%
Total	2,161	99.45%	11	0.51%	1	0.05%	2,173	100.00%
TOTAL DoD								
Males	10,645	93.70%	691	6.08%	25	0.22%	11,361	100.00%
Females	1,473	96.34%	51	3.34%	5	0.33%	1,529	100.00%
Total	12,118	94.01%	742	5.76%	30	0.23%	12,890	100.00%
17-35 YEAR OLD CIVILIANS								
Males	23,338,992	81.97%	**	**	5,134,272	18.03%	28,473,264	100.00%
Females	21,804,982	87.02%	**	**	3,253,160	12.98%	25,058,141	100.00%
Total	45,143,974	84.33%	**	**	8,387,432	15.67%	53,531,406	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows and columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey, October 2001-September 2002.

Table B-20. FY 2002 PS Active Component Enlisted Accessions by Education, Service, and Race/Ethnicity with Civilian Comparison Group

RACE/ ETHNICITY	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY								
White	4,731	90.01%	514	9.78%	11	0.21%	5,256	100.00%
Black	1,487	95.20%	72	4.61%	3	0.19%	1,562	100.00%
Hispanic	715	92.74%	54	7.00%	2	0.26%	771	100.00%
Other	282	95.27%	13	4.39%	1	0.34%	296	100.00%
Total	7,215	91.50%	653	8.28%	17	0.22%	7,885	100.00%
NAVY								
White	1,382	96.04%	49	3.41%	8	0.56%	1,439	100.00%
Black	371	96.87%	10	2.61%	2	0.52%	383	100.00%
Hispanic	189	96.92%	4	2.05%	2	1.03%	195	100.00%
Other	146	97.33%	4	2.67%	0	0.00%	150	100.00%
Total	2,088	96.35%	67	3.09%	12	0.55%	2,167	100.00%
MARINE CORPS								
White	496	98.41%	8	1.59%	0	0.00%	504	100.00%
Black	60	96.77%	2	3.23%	0	0.00%	62	100.00%
Hispanic	62	98.41%	1	1.59%	0	0.00%	63	100.00%
Other	36	100.00%	0	0.00%	0	0.00%	36	100.00%
Total	654	98.35%	11	1.65%	0	0.00%	665	100.00%
AIR FORCE								
White	1,701	99.42%	9	0.53%	1	0.06%	1,711	100.00%
Black	224	100.00%	0	0.00%	0	0.00%	224	100.00%
Hispanic	117	98.32%	2	1.68%	0	0.00%	119	100.00%
Other	119	100.00%	0	0.00%	0	0.00%	119	100.00%
Total	2,161	99.45%	11	0.51%	1	0.05%	2,173	100.00%
TOTAL DoD								
White	8,310	93.27%	580	6.51%	20	0.22%	8,910	100.00%
Black	2,142	96.01%	84	3.77%	5	0.22%	2,231	100.00%
Hispanic	1,083	94.34%	61	5.31%	4	0.35%	1,148	100.00%
Other	583	97.00%	17	2.83%	1	0.17%	601	100.00%
Total	12,118	94.01%	742	5.76%	30	0.23%	12,890	100.00%
17-35 YEAR OLD CIVILIANS								
White	31,756,032	88.55%	**	**	4,107,961	11.45%	35,863,993	100.00%
Black	5,804,740	85.16%	**	**	1,011,921	14.84%	6,816,661	100.00%
Hispanic	5,086,982	62.89%	**	**	3,002,101	37.11%	8,089,083	100.00%
Other	2,496,219	90.39%	**	**	265,450	9.61%	2,761,669	100.00%
Total	45,143,974	84.33%	**	**	8,387,432	15.67%	53,531,406	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows and columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey, October 2001-September 2002.

Table B-21. FY 2002 PS Active Component Enlisted Accessions by Quality, Service, and Gender

GENDER	QUALITY				TOTAL	
	HIGH QUALITY *		NON-HIGH QUALITY			
	#	%	#	%	#	%
ARMY						
Males	4,341	62.79%	2,573	37.21%	6,914	100.00%
Females	578	59.53%	393	40.47%	971	100.00%
Total	4,919	62.38%	2,966	37.62%	7,885	100.00%
NAVY						
Males	945	48.29%	1,012	51.71%	1,957	100.00%
Females	104	49.52%	106	50.48%	210	100.00%
Total	1,049	48.41%	1,118	51.59%	2,167	100.00%
MARINE CORPS						
Males	413	65.24%	220	34.76%	633	100.00%
Females	18	56.25%	14	43.75%	32	100.00%
Total	431	64.81%	234	35.19%	665	100.00%
AIR FORCE						
Males	842	45.34%	1,015	54.66%	1,857	100.00%
Females	99	31.33%	217	68.67%	316	100.00%
Total	941	43.30%	1,232	56.70%	2,173	100.00%
TOTAL DoD						
Males	6,541	57.57%	4,820	42.43%	11,361	100.00%
Females	799	52.26%	730	47.74%	1,529	100.00%
Total	7,340	56.94%	5,550	43.06%	12,890	100.00%
* High quality accessions are AFQT Category I - IIIA, high school graduates.						

Table B-22. FY 2002 PS Active Component Enlisted Accessions by Quality, Service, and Race/Ethnicity

RACE/ ETHNICITY	QUALITY				TOTAL	
	HIGH QUALITY *		NON-HIGH QUALITY			
	#	%	#	%	#	%
ARMY						
White	3,625	68.97%	1,631	31.03%	5,256	100.00%
Black	732	46.86%	830	53.14%	1,562	100.00%
Hispanic	384	49.81%	387	50.19%	771	100.00%
Other	178	60.14%	118	39.86%	296	100.00%
Total	4,919	62.38%	2,966	37.62%	7,885	100.00%
NAVY						
White	752	52.26%	687	47.74%	1,439	100.00%
Black	147	38.38%	236	61.62%	383	100.00%
Hispanic	82	42.05%	113	57.95%	195	100.00%
Other	68	45.33%	82	54.67%	150	100.00%
Total	1,049	48.41%	1,118	51.59%	2,167	100.00%
MARINE CORPS						
White	334	66.27%	170	33.73%	504	100.00%
Black	28	45.16%	34	54.84%	62	100.00%
Hispanic	42	66.67%	21	33.33%	63	100.00%
Other	27	75.00%	9	25.00%	36	100.00%
Total	431	64.81%	234	35.19%	665	100.00%
AIR FORCE						
White	716	41.85%	995	58.15%	1,711	100.00%
Black	112	50.00%	112	50.00%	224	100.00%
Hispanic	64	53.78%	55	46.22%	119	100.00%
Other	49	41.18%	70	58.82%	119	100.00%
Total	941	43.30%	1,232	56.70%	2,173	100.00%
TOTAL DoD						
White	5,427	60.91%	3,483	39.09%	8,910	100.00%
Black	1,019	45.67%	1,212	54.33%	2,231	100.00%
Hispanic	572	49.83%	576	50.17%	1,148	100.00%
Other	322	53.58%	279	46.42%	601	100.00%
Total	7,340	56.94%	5,550	43.06%	12,890	100.00%

* High quality accessions are AFQT Category I-III A, high school graduates.

Table B-23. FY 2002 Active Component Enlisted Members by Age Group, Service, and Gender with Civilian Comparison Group

AGE	SERVICE												TOTAL DoD			CIVILIAN LABOR FORCE		
	ARMY			NAVY			MARINE CORPS			AIR FORCE						17 YEARS AND OLDER		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
17-19	34,107	8,148	42,255	26,597	6,260	32,857	25,095	1,765	26,860	18,449	6,512	24,961	104,248	22,685	126,933	3,189,890	3,140,579	6,330,469
20-24	126,071	24,641	150,712	98,604	20,596	119,200	73,779	4,955	78,734	73,738	23,820	97,558	372,192	74,012	446,204	7,687,208	6,902,382	14,589,590
25-29	70,254	12,320	82,574	52,442	8,735	61,177	23,225	1,395	24,620	42,709	11,916	54,625	188,630	34,366	222,996	7,872,725	6,813,356	14,686,081
30-34	50,541	8,373	58,914	39,450	4,318	43,768	10,931	640	11,571	31,856	6,538	38,394	132,778	19,869	152,647	8,811,063	7,464,494	16,275,557
35-39	40,140	5,677	45,817	38,063	4,044	42,107	8,554	461	9,015	40,967	5,632	46,599	127,724	15,814	143,538	9,626,292	7,969,258	17,595,549
40-44	16,065	2,638	18,703	17,455	1,866	19,321	3,568	187	3,755	22,738	2,836	25,574	59,826	7,527	67,353	10,276,517	8,931,956	19,208,473
45-49	4,317	803	5,120	4,690	532	5,222	884	46	930	3,835	629	4,464	13,726	2,010	15,736	9,255,954	8,367,506	17,623,459
50+	904	190	1,094	900	139	1,039	102	10	112	268	68	336	2,174	407	2,581	18,998,808	16,490,954	35,489,762
Unknown	978	16	994	0	0	0	2	0	2	11	6	17	991	22	1,013	0	0	0
TOTAL	343,377	62,806	406,183	278,201	46,490	324,691	146,140	9,459	155,599	234,571	57,957	292,528	1,002,289	176,712	1,179,001	75,718,457	66,080,484	141,798,940
b. Percent																		
17-19	9.93%	12.97%	10.40%	9.56%	13.47%	10.12%	17.17%	18.66%	17.26%	7.86%	11.24%	8.53%	10.40%	12.84%	10.77%	4.21%	4.75%	4.46%
20-24	36.72%	39.23%	37.10%	35.44%	44.30%	36.71%	50.49%	52.38%	50.60%	31.44%	41.10%	33.35%	37.13%	41.88%	37.85%	10.15%	10.45%	10.29%
25-29	20.46%	19.62%	20.33%	18.85%	18.79%	18.84%	15.89%	14.75%	15.82%	18.21%	20.56%	18.67%	18.82%	19.45%	18.91%	10.40%	10.31%	10.36%
30-34	14.72%	13.33%	14.50%	14.18%	9.29%	13.48%	7.48%	6.77%	7.44%	13.58%	11.28%	13.12%	13.25%	11.24%	12.95%	11.64%	11.30%	11.48%
35-39	11.69%	9.04%	11.28%	13.68%	8.70%	12.97%	5.85%	4.87%	5.79%	17.46%	9.72%	15.93%	12.74%	8.95%	12.17%	12.71%	12.06%	12.41%
40-44	4.68%	4.20%	4.60%	6.27%	4.01%	5.95%	2.44%	1.98%	2.41%	9.69%	4.89%	8.74%	5.97%	4.26%	5.71%	13.57%	13.52%	13.55%
45-49	1.26%	1.28%	1.26%	1.69%	1.14%	1.61%	0.60%	0.49%	0.60%	1.63%	1.09%	1.53%	1.37%	1.14%	1.33%	12.22%	12.66%	12.43%
50+	0.26%	0.30%	0.27%	0.32%	0.30%	0.32%	0.07%	0.11%	0.07%	0.11%	0.12%	0.11%	0.22%	0.23%	0.22%	25.09%	24.96%	25.03%
Unknown	0.28%	0.03%	0.24%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.01%	0.01%	0.10%	0.01%	0.09%	0.00%	0.00%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Rows and columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2002.

Table B-24. FY 2002 Active Component Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

AGE	MILITARY												MARRIED CIVILIANS		
	MARRIED			UNMARRIED			TOTAL DoD			PERCENT MARRIED			IN LABOR FORCE		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Male	Female	Total
17	18	6	24	2,042	581	2,623	2,060	587	2,647	0.87%	1.02%	0.91%	2,093	8,524	10,617
18	829	326	1,155	33,353	7,462	40,815	34,182	7,788	41,970	2.43%	4.19%	2.75%	15,186	30,200	45,385
19	4,731	1,786	6,517	63,275	12,524	75,799	68,006	14,310	82,316	6.96%	12.48%	7.92%	41,214	104,087	145,301
20	11,222	3,954	15,176	73,169	13,567	86,736	84,391	17,521	101,912	13.30%	22.57%	14.89%	82,691	105,925	188,616
21	17,838	5,157	22,995	69,903	12,027	81,930	87,741	17,184	104,925	20.33%	30.01%	21.92%	143,352	172,051	315,403
22	22,138	5,581	27,719	57,286	9,814	67,100	79,424	15,395	94,819	27.87%	36.25%	29.23%	235,490	316,836	552,325
23	23,493	5,450	28,943	42,371	7,696	50,067	65,864	13,146	79,010	35.67%	41.46%	36.63%	264,223	332,485	596,708
24	24,106	4,896	29,002	30,666	5,870	36,536	54,772	10,766	65,538	44.01%	45.48%	44.25%	408,089	472,360	880,449
25	24,739	4,622	29,361	23,221	4,788	28,009	47,960	9,410	57,370	51.58%	49.12%	51.18%	530,151	544,990	1,075,141
26	23,306	3,957	27,263	17,028	3,621	20,649	40,334	7,578	47,912	57.78%	52.22%	56.90%	665,062	560,878	1,225,940
27	23,489	3,665	27,154	13,410	3,006	16,416	36,899	6,671	43,570	63.66%	54.94%	62.32%	714,974	602,011	1,316,985
28	22,229	3,273	25,502	10,724	2,478	13,202	32,953	5,751	38,704	67.46%	56.91%	65.89%	709,784	711,667	1,421,451
29	21,822	2,874	24,696	8,662	2,082	10,744	30,484	4,956	35,440	71.59%	57.99%	69.68%	857,651	747,788	1,605,439
30	21,384	2,687	24,071	7,391	1,814	9,205	28,775	4,501	33,276	74.31%	59.70%	72.34%	941,171	852,572	1,793,743
31	21,971	2,780	24,751	6,713	1,747	8,460	28,684	4,527	33,211	76.60%	61.41%	74.53%	1,000,805	864,728	1,865,533
32	20,624	2,375	22,999	5,594	1,599	7,193	26,218	3,974	30,192	78.66%	59.76%	76.18%	1,241,635	820,232	2,061,867
33	19,675	2,168	21,843	4,796	1,307	6,103	24,471	3,475	27,946	80.40%	62.39%	78.16%	1,058,943	935,319	1,994,262
34	20,170	2,169	22,339	4,460	1,223	5,683	24,630	3,392	28,022	81.89%	63.94%	79.72%	1,160,249	896,938	2,057,187
35	20,864	2,075	22,939	4,035	1,244	5,279	24,899	3,319	28,218	83.79%	62.52%	81.29%	1,305,335	955,018	2,260,353
36	21,945	2,001	23,946	4,033	1,233	5,266	25,978	3,234	29,212	84.48%	61.87%	81.97%	1,201,347	922,927	2,124,274
37	23,253	2,027	25,280	3,889	1,334	5,223	27,142	3,361	30,503	85.67%	60.31%	82.88%	1,363,867	993,205	2,357,072
38	22,925	1,956	24,881	3,836	1,210	5,046	26,761	3,166	29,927	85.67%	61.78%	83.14%	1,384,588	1,079,647	2,464,235
39	19,804	1,675	21,479	3,140	1,059	4,199	22,944	2,734	25,678	86.31%	61.27%	83.65%	1,492,008	1,105,800	2,597,808
40	15,958	1,341	17,299	2,564	885	3,449	18,522	2,226	20,748	86.16%	60.24%	83.38%	1,428,772	1,205,768	2,634,540
41	12,913	1,079	13,992	1,996	733	2,729	14,909	1,812	16,721	86.61%	59.55%	83.68%	1,498,046	1,112,537	2,610,583
42	9,858	905	10,763	1,517	603	2,120	11,375	1,508	12,883	86.66%	60.01%	83.54%	1,456,277	1,186,599	2,642,876
43	7,530	658	8,188	1,125	453	1,578	8,655	1,111	9,766	87.00%	59.23%	83.84%	1,454,441	1,186,782	2,641,223
44	5,542	530	6,072	823	340	1,163	6,365	870	7,235	87.07%	60.92%	83.93%	1,520,206	1,237,094	2,757,300
45+	13,941	1,328	15,269	1,959	1,089	3,048	15,900	2,417	18,317	87.68%	54.94%	83.36%	21,937,169	15,927,794	37,864,963
Unknown	19	4	23	972	18	990	991	22	1,013	1.92%	18.18%	2.27%	0	0	0
TOTAL	498,336	73,305	571,641	503,953	103,407	607,360	1,002,289	176,712	1,179,001	49.72%	41.48%	48.49%	46,114,816	35,992,762	82,107,578

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2002.

Table B-24 (Continued). FY 2002 Active Component Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

AGE	MILITARY									MARRIED CIVILIANS		
	MARRIED			UNMARRIED			TOTAL DoD			IN LABOR FORCE		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Male	Female	Total
17	0.00%	0.01%	0.00%	0.41%	0.56%	0.43%	0.21%	0.33%	0.22%	0.00%	0.02%	0.01%
18	0.17%	0.44%	0.20%	6.62%	7.22%	6.72%	3.41%	4.41%	3.56%	0.03%	0.08%	0.06%
19	0.95%	2.44%	1.14%	12.56%	12.11%	12.48%	6.79%	8.10%	6.98%	0.09%	0.29%	0.18%
20	2.25%	5.39%	2.65%	14.52%	13.12%	14.28%	8.42%	9.92%	8.64%	0.18%	0.29%	0.23%
21	3.58%	7.03%	4.02%	13.87%	11.63%	13.49%	8.75%	9.72%	8.90%	0.31%	0.48%	0.38%
22	4.44%	7.61%	4.85%	11.37%	9.49%	11.05%	7.92%	8.71%	8.04%	0.51%	0.88%	0.67%
23	4.71%	7.43%	5.06%	8.41%	7.44%	8.24%	6.57%	7.44%	6.70%	0.57%	0.92%	0.73%
24	4.84%	6.68%	5.07%	6.09%	5.68%	6.02%	5.46%	6.09%	5.56%	0.88%	1.31%	1.07%
25	4.96%	6.31%	5.14%	4.61%	4.63%	4.61%	4.79%	5.33%	4.87%	1.15%	1.51%	1.31%
26	4.68%	5.40%	4.77%	3.38%	3.50%	3.40%	4.02%	4.29%	4.06%	1.44%	1.56%	1.49%
27	4.71%	5.00%	4.75%	2.66%	2.91%	2.70%	3.68%	3.78%	3.70%	1.55%	1.67%	1.60%
28	4.46%	4.46%	4.46%	2.13%	2.40%	2.17%	3.29%	3.25%	3.28%	1.54%	1.98%	1.73%
29	4.38%	3.92%	4.32%	1.72%	2.01%	1.77%	3.04%	2.80%	3.01%	1.86%	2.08%	1.96%
30	4.29%	3.67%	4.21%	1.47%	1.75%	1.52%	2.87%	2.55%	2.82%	2.04%	2.37%	2.18%
31	4.41%	3.79%	4.33%	1.33%	1.69%	1.39%	2.86%	2.56%	2.82%	2.17%	2.40%	2.27%
32	4.14%	3.24%	4.02%	1.11%	1.55%	1.18%	2.62%	2.25%	2.56%	2.69%	2.28%	2.51%
33	3.95%	2.96%	3.82%	0.95%	1.26%	1.00%	2.44%	1.97%	2.37%	2.30%	2.60%	2.43%
34	4.05%	2.96%	3.91%	0.89%	1.18%	0.94%	2.46%	1.92%	2.38%	2.52%	2.49%	2.51%
35	4.19%	2.83%	4.01%	0.80%	1.20%	0.87%	2.48%	1.88%	2.39%	2.83%	2.65%	2.75%
36	4.40%	2.73%	4.19%	0.80%	1.19%	0.87%	2.59%	1.83%	2.48%	2.61%	2.56%	2.59%
37	4.67%	2.77%	4.42%	0.77%	1.29%	0.86%	2.71%	1.90%	2.59%	2.96%	2.76%	2.87%
38	4.60%	2.67%	4.35%	0.76%	1.17%	0.83%	2.67%	1.79%	2.54%	3.00%	3.00%	3.00%
39	3.97%	2.28%	3.76%	0.62%	1.02%	0.69%	2.29%	1.55%	2.18%	3.24%	3.07%	3.16%
40	3.20%	1.83%	3.03%	0.51%	0.86%	0.57%	1.85%	1.26%	1.76%	3.10%	3.35%	3.21%
41	2.59%	1.47%	2.45%	0.40%	0.71%	0.45%	1.49%	1.03%	1.42%	3.25%	3.09%	3.18%
42	1.98%	1.23%	1.88%	0.30%	0.58%	0.35%	1.13%	0.85%	1.09%	3.16%	3.30%	3.22%
43	1.51%	0.90%	1.43%	0.22%	0.44%	0.26%	0.86%	0.63%	0.83%	3.15%	3.30%	3.22%
44	1.11%	0.72%	1.06%	0.16%	0.33%	0.19%	0.64%	0.49%	0.61%	3.30%	3.44%	3.36%
45+	2.80%	1.81%	2.67%	0.39%	1.05%	0.50%	1.59%	1.37%	1.55%	47.57%	44.25%	46.12%
Unknown	0.00%	0.01%	0.00%	0.19%	0.02%	0.16%	0.10%	0.01%	0.09%	0.00%	0.00%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2002.

Table B-25. FY 2002 Active Component Enlisted Members by Race/Ethnicity, Service, and Gender with Civilian Comparison Group

RACE/ ETHNICITY	SERVICE																	
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD			18-44 YEAR OLD CIVILIANS		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
White	202,612	23,495	226,107	168,732	22,403	191,135	98,063	5,166	103,229	174,769	35,355	210,124	644,176	86,419	730,595	32,095,279	27,349,789	59,445,068
Black	83,576	28,227	111,803	53,589	14,454	68,043	21,522	2,077	23,599	37,201	15,805	53,006	195,888	60,563	256,451	5,191,762	5,776,720	10,968,482
Hispanic	35,746	6,608	42,354	29,698	5,659	35,357	20,497	1,659	22,156	13,688	3,903	17,591	99,629	17,829	117,458	6,962,944	5,113,439	12,076,383
Other	21,443	4,476	25,919	26,182	3,974	30,156	6,058	557	6,615	8,913	2,894	11,807	62,596	11,901	74,497	2,389,584	2,075,622	4,465,206
TOTAL	343,377	62,806	406,183	278,201	46,490	324,691	146,140	9,459	155,599	234,571	57,957	292,528	1,002,289	176,712	1,179,001	46,639,569	40,315,570	86,955,139
b. Percent																		
White	59.01%	37.41%	55.67%	60.65%	48.19%	58.87%	67.10%	54.61%	66.34%	74.51%	61.00%	71.83%	64.27%	48.90%	61.97%	68.82%	67.84%	68.36%
Black	24.34%	44.94%	27.53%	19.26%	31.09%	20.96%	14.73%	21.96%	15.17%	15.86%	27.27%	18.12%	19.54%	34.27%	21.75%	11.13%	14.33%	12.61%
Hispanic	10.41%	10.52%	10.43%	10.68%	12.17%	10.89%	14.03%	17.54%	14.24%	5.84%	6.73%	6.01%	9.94%	10.09%	9.96%	14.93%	12.68%	13.89%
Other	6.24%	7.13%	6.38%	9.41%	8.55%	9.29%	4.15%	5.89%	4.25%	3.80%	4.99%	4.04%	6.25%	6.73%	6.32%	5.12%	5.15%	5.14%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Columns may not add to totals due to rounding.																		
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2002.																		

Table B-26. FY 2002 Active Component Enlisted Members by Ethnicity and Service

ETHNICITY	SERVICE								TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE			
	#	%	#	%	#	%	#	%	#	%
MEXICAN	17,218	4.24%	13,024	4.01%	13,043	8.38%	9,674	3.31%	52,959	4.49%
PUERTO RICAN	10,808	2.66%	4,497	1.39%	2,057	1.32%	3,365	1.15%	20,727	1.76%
CUBAN	589	0.15%	475	0.15%	165	0.11%	218	0.07%	1,447	0.12%
LATIN AMER.	4,005	0.99%	1,911	0.59%	1,410	0.91%	440	0.15%	7,766	0.66%
OTHER HISP.	9,734	2.40%	15,450	4.76%	5,481	3.52%	3,894	1.33%	34,559	2.93%
ALEUTIAN	73	0.02%	156	0.05%	28	0.02%	18	0.01%	275	0.02%
ESKIMO	89	0.02%	112	0.03%	30	0.02%	32	0.01%	263	0.02%
N. AMER. INDIAN	2,687	0.66%	6,803	2.10%	1,046	0.67%	1,387	0.47%	11,923	1.01%
CHINESE	475	0.12%	563	0.17%	212	0.14%	175	0.06%	1,425	0.12%
JAPANESE	374	0.09%	485	0.15%	119	0.08%	314	0.11%	1,292	0.11%
KOREAN	1,828	0.45%	794	0.24%	350	0.22%	714	0.24%	3,686	0.31%
INDIAN	610	0.15%	302	0.09%	162	0.10%	45	0.02%	1,119	0.09%
FILIPINO	3,684	0.91%	14,083	4.34%	1,101	0.71%	4,535	1.55%	23,403	1.98%
VIETNAMESE	509	0.13%	734	0.23%	229	0.15%	59	0.02%	1,531	0.13%
OTHER ASIAN	1,397	0.34%	1,206	0.37%	692	0.44%	2,087	0.71%	5,382	0.46%
MELANESIAN	109	0.03%	33	0.01%	8	0.01%	5	0.00%	155	0.01%
MICRONESIAN	432	0.11%	117	0.04%	52	0.03%	15	0.01%	616	0.05%
POLYNESIAN	1,058	0.26%	342	0.11%	96	0.06%	85	0.03%	1,581	0.13%
GUAMANIAN	102	0.03%	12	0.00%	4	0.00%	112	0.04%	230	0.02%
OTHER PACIFIC	1,053	0.26%	786	0.24%	267	0.17%	252	0.09%	2,358	0.20%
OTHER/NONE *	347,539	85.56%	261,100	80.41%	128,456	82.56%	261,659	89.45%	998,754	84.71%
UNKNOWN	1,810	0.45%	1,706	0.53%	591	0.38%	3,443	1.18%	7,550	0.64%
TOTAL	406,183	100.00%	324,691	100.00%	155,599	100.00%	292,528	100.00%	1,179,001	100.00%

* "Other/None" includes Whites and Blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

Table B-27. FY 2002 Active Component Enlisted Members by Education, Service, and Gender with Civilian Comparison Group

GENDER	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY								
Males	312,968	91.14%	27,892	8.12%	2,517	0.73%	343,377	100.00%
Females	59,935	95.43%	2,554	4.07%	317	0.50%	62,806	100.00%
Total	372,903	91.81%	30,446	7.50%	2,834	0.70%	406,183	100.00%
NAVY								
Males	254,563	91.50%	16,882	6.07%	6,756	2.43%	278,201	100.00%
Females	44,573	95.88%	1,495	3.22%	422	0.91%	46,490	100.00%
Total	299,136	92.13%	18,377	5.66%	7,178	2.21%	324,691	100.00%
MARINE CORPS								
Males	139,741	95.62%	6,015	4.12%	384	0.26%	146,140	100.00%
Females	9,255	97.84%	192	2.03%	12	0.13%	9,459	100.00%
Total	148,996	95.76%	6,207	3.99%	396	0.25%	155,599	100.00%
AIR FORCE								
Males	233,987	99.75%	488	0.21%	96	0.04%	234,571	100.00%
Females	57,824	99.77%	95	0.16%	38	0.07%	57,957	100.00%
Total	291,811	99.75%	583	0.20%	134	0.05%	292,528	100.00%
TOTAL DoD								
Males	941,259	93.91%	51,277	5.12%	9,753	0.97%	1,002,289	100.00%
Females	171,587	97.10%	4,336	2.45%	789	0.45%	176,712	100.00%
Total	1,112,846	94.39%	55,613	4.72%	10,542	0.89%	1,179,001	100.00%
18-44 YEAR OLD CIVILIAN WORKFORCE								
Males	40,478,068	86.79%	*	*	6,161,502	13.21%	46,639,569	100.00%
Females	36,906,121	91.54%	*	*	3,409,448	8.46%	40,315,570	100.00%
Total	77,384,189	88.99%	*	*	9,570,950	11.01%	86,955,139	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2002.

Table B-28. FY 2002 Active Component Enlisted Members by Education, Service, and Race/Ethnicity with Civilian Comparison Group

RACE/ ETHNICITY	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY								
White	202,379	89.51%	21,870	9.67%	1,858	0.82%	226,107	100.00%
Black	107,316	95.99%	3,942	3.53%	545	0.49%	111,803	100.00%
Hispanic	38,881	91.80%	3,204	7.56%	269	0.64%	42,354	100.00%
Other	24,327	93.86%	1,430	5.52%	162	0.63%	25,919	100.00%
Total	372,903	91.81%	30,446	7.50%	2,834	0.70%	406,183	100.00%
NAVY								
White	174,394	91.24%	11,973	6.26%	4,768	2.49%	191,135	100.00%
Black	64,806	95.24%	2,276	3.34%	961	1.41%	68,043	100.00%
Hispanic	32,018	90.56%	2,461	6.96%	878	2.48%	35,357	100.00%
Other	27,918	92.58%	1,667	5.53%	571	1.89%	30,156	100.00%
Total	299,136	92.13%	18,377	5.66%	7,178	2.21%	324,691	100.00%
MARINE CORPS								
White	98,622	95.54%	4,314	4.18%	293	0.28%	103,229	100.00%
Black	22,745	96.38%	811	3.44%	43	0.18%	23,599	100.00%
Hispanic	21,283	96.06%	829	3.74%	44	0.20%	22,156	100.00%
Other	6,346	95.93%	253	3.82%	16	0.24%	6,615	100.00%
Total	148,996	95.76%	6,207	3.99%	396	0.25%	155,599	100.00%
AIR FORCE								
White	209,549	99.73%	480	0.23%	95	0.05%	210,124	100.00%
Black	52,927	99.85%	61	0.12%	18	0.03%	53,006	100.00%
Hispanic	17,552	99.78%	26	0.15%	13	0.07%	17,591	100.00%
Other	11,783	99.80%	16	0.14%	8	0.07%	11,807	100.00%
Total	291,811	99.75%	583	0.20%	134	0.05%	292,528	100.00%
TOTAL DoD								
White	684,944	93.75%	38,637	5.29%	7,014	0.96%	730,595	100.00%
Black	247,794	96.62%	7,090	2.76%	1,567	0.61%	256,451	100.00%
Hispanic	109,734	93.42%	6,520	5.55%	1,204	1.03%	117,458	100.00%
Other	70,374	94.47%	3,366	4.52%	757	1.02%	74,497	100.00%
Total	1,112,846	94.39%	55,613	4.72%	10,542	0.89%	1,179,001	100.00%
18-44 YEAR OLD CIVILIAN WORKFORCE								
White	55,576,077	93.49%	*	*	3,868,991	6.51%	59,445,068	100.00%
Black	9,707,968	88.51%	*	*	1,260,514	11.49%	10,968,482	100.00%
Hispanic	7,942,120	65.77%	*	*	4,134,263	34.23%	12,076,383	100.00%
Other	4,158,023	93.12%	*	*	307,183	6.88%	4,465,206	100.00%
Total	77,384,189	88.99%	*	*	9,570,950	11.01%	86,955,139	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows and columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2002.

Table B-29. FY 2002 Active Component Enlisted Members by Occupational Area, Service, and Gender

a. Number

GENDER	OCCUPATIONAL AREA*										TOTAL
	Infantry, Gun Crews, & Seamanship**	Electronics	Commu- nications	Medical	Other Technical	Admin- istrators	Electrical	Craftsman	Supply	Non- Occupational***	
ARMY											
Males	103,548	23,451	39,552	20,658	11,145	42,495	53,120	6,801	41,177	1,430	343,377
Females	931	3,002	5,530	9,953	2,666	23,675	4,804	909	11,193	143	62,806
Total	104,479	26,453	45,082	30,611	13,811	66,170	57,924	7,710	52,370	1,573	406,183
NAVY											
Males	26,018	42,133	24,200	19,521	3,522	25,189	83,662	18,041	13,631	22,284	278,201
Females	4,445	5,314	5,468	6,935	779	9,483	6,165	1,124	2,751	4,026	46,490
Total	30,463	47,447	29,668	26,456	4,301	34,672	89,827	19,165	16,382	26,310	324,691
MARINE CORPS											
Males	33,842	10,128	10,377	0	3,605	21,953	23,969	3,696	18,482	20,088	146,140
Females	98	469	747	0	333	3,568	1,001	258	1,533	1,452	9,459
Total	33,940	10,597	11,124	0	3,938	25,521	24,970	3,954	20,015	21,540	155,599
AIR FORCE											
Males	24,760	24,532	17,815	11,429	9,217	39,860	64,899	12,240	11,674	18,145	234,571
Females	3,345	1,974	5,959	10,211	1,678	21,772	3,450	848	3,070	5,650	57,957
Total	28,105	26,506	23,774	21,640	10,895	61,632	68,349	13,088	14,744	23,795	292,528
TOTAL DoD											
Males	188,168	100,244	91,944	51,608	27,489	129,497	225,650	40,778	84,964	61,947	1,002,289
Females	8,819	10,759	17,704	27,099	5,456	58,498	15,420	3,139	18,547	11,271	176,712
Total	196,987	111,003	109,648	78,707	32,945	187,995	241,070	43,917	103,511	73,218	1,179,001

* Because of changes in occupational coding procedures in FY 1998, data may not be comparable with figures in previous years' Population Representation reports.

** Although women do not serve in infantry positions, they do serve in other positions, such as gun crews, air crews, and seamanship specialties, included in the "infantry" area.

*** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table B-29 (Continued). FY 2002 Active Component Enlisted Members by Occupational Area, Service, and Gender

b. Percent

GENDER	OCCUPATIONAL AREA*										TOTAL
	Infantry, Gun Crews, & Seamanship**	Electronics	Communi- cations	Medical	Other Technical	Admin- istrators	Electrical	Craftsman	Supply	Non- Occupational***	
ARMY											
Males	30.16%	6.83%	11.52%	6.02%	3.25%	12.38%	15.47%	1.98%	11.99%	0.42%	100.00%
Females	1.48%	4.78%	8.80%	15.85%	4.24%	37.70%	7.65%	1.45%	17.82%	0.23%	100.00%
Total	25.72%	6.51%	11.10%	7.54%	3.40%	16.29%	14.26%	1.90%	12.89%	0.39%	100.00%
NAVY											
Males	9.35%	15.14%	8.70%	7.02%	1.27%	9.05%	30.07%	6.48%	4.90%	8.01%	100.00%
Females	9.56%	11.43%	11.76%	14.92%	1.68%	20.40%	13.26%	2.42%	5.92%	8.66%	100.00%
Total	9.38%	14.61%	9.14%	8.15%	1.32%	10.68%	27.67%	5.90%	5.05%	8.10%	100.00%
MARINE CORPS											
Males	23.16%	6.93%	7.10%	0.00%	2.47%	15.02%	16.40%	2.53%	12.65%	13.75%	100.00%
Females	1.04%	4.96%	7.90%	0.00%	3.52%	37.72%	10.58%	2.73%	16.21%	15.35%	100.00%
Total	21.81%	6.81%	7.15%	0.00%	2.53%	16.40%	16.05%	2.54%	12.86%	13.84%	100.00%
AIR FORCE											
Males	10.56%	10.46%	7.59%	4.87%	3.93%	16.99%	27.67%	5.22%	4.98%	7.74%	100.00%
Females	5.77%	3.41%	10.28%	17.62%	2.90%	37.57%	5.95%	1.46%	5.30%	9.75%	100.00%
Total	9.61%	9.06%	8.13%	7.40%	3.72%	21.07%	23.36%	4.47%	5.04%	8.13%	100.00%
TOTAL DoD											
Males	18.77%	10.00%	9.17%	5.15%	2.74%	12.92%	22.51%	4.07%	8.48%	6.18%	100.00%
Females	4.99%	6.09%	10.02%	15.34%	3.09%	33.10%	8.73%	1.78%	10.50%	6.38%	100.00%
Total	16.71%	9.42%	9.30%	6.68%	2.79%	15.95%	20.45%	3.72%	8.78%	6.21%	100.00%

* Because of changes in occupational coding procedures in FY 1998, data may not be comparable with figures in previous years' Population Representation reports.

** Although women do not serve in infantry positions, they do serve in other positions, such as gun crews, air crews, and seamanship specialties, included in the "infantry" area.

*** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table B-30. FY 2002 Active Component Enlisted Members by Occupational Area, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	OCCUPATIONAL AREA*										TOTAL
	Infantry, Gun Crews, & Seamanship**	Electronics	Commu- nications	Medical	Other Technical	Admin- istrators	Electrical	Craftsman	Supply	Non- Occupational***	
ARMY											
White	70,753	15,145	30,759	14,644	7,498	21,428	34,251	4,275	26,215	1,139	226,107
Black	16,214	7,145	8,089	9,765	3,916	31,609	13,792	2,307	18,868	98	111,803
Hispanic	11,107	2,606	3,726	3,686	1,455	8,122	6,024	671	4,702	255	42,354
Other	6,405	1,557	2,508	2,516	942	5,011	3,857	457	2,585	81	25,919
Total	104,479	26,453	45,082	30,611	13,811	66,170	57,924	7,710	52,370	1,573	406,183
NAVY											
White	17,575	33,379	18,524	12,896	3,117	15,466	55,663	12,996	7,081	14,438	191,135
Black	6,798	6,950	7,077	6,059	592	11,509	14,981	2,691	5,421	5,965	68,043
Hispanic	3,808	4,135	2,635	3,579	368	3,740	9,936	1,815	1,570	3,771	35,357
Other	2,282	2,983	1,432	3,922	224	3,957	9,247	1,663	2,310	2,136	30,156
Total	30,463	47,447	29,668	26,456	4,301	34,672	89,827	19,165	16,382	26,310	324,691
MARINE CORPS											
White	25,400	7,820	7,316	0	3,066	12,280	17,947	2,624	11,070	15,706	103,229
Black	2,754	1,173	2,074	0	341	7,076	2,766	609	4,647	2,159	23,599
Hispanic	4,437	1,203	1,350	0	392	4,786	3,260	528	3,426	2,774	22,156
Other	1,349	401	384	0	139	1,379	997	193	872	901	6,615
Total	33,940	10,597	11,124	0	3,938	25,521	24,970	3,954	20,015	21,540	155,599
AIR FORCE											
White	21,251	21,488	17,911	13,459	8,611	36,109	54,673	9,460	9,895	17,267	210,124
Black	4,326	2,751	3,686	5,242	1,364	18,433	8,004	2,281	3,369	3,550	53,006
Hispanic	1,789	1,297	1,375	1,575	543	4,081	3,523	817	890	1,701	17,591
Other	739	970	802	1,364	377	3,009	2,149	530	590	1,277	11,807
Total	28,105	26,506	23,774	21,640	10,895	61,632	68,349	13,088	14,744	23,795	292,528
TOTAL DoD											
White	134,979	77,832	74,510	40,999	22,292	85,283	162,534	29,355	54,261	48,550	730,595
Black	30,092	18,019	20,926	21,066	6,213	68,627	39,543	7,888	32,305	11,772	256,451
Hispanic	21,141	9,241	9,086	8,840	2,758	20,729	22,743	3,831	10,588	8,501	117,458
Other	10,775	5,911	5,126	7,802	1,682	13,356	16,250	2,843	6,357	4,395	74,497
Total	196,987	111,003	109,648	78,707	32,945	187,995	241,070	43,917	103,511	73,218	1,179,001
* Because of changes in occupational coding procedures in FY 1998, data may not be comparable with figures in previous years' Population Representation reports.											
** Although women do not serve in infantry positions, they do serve in other positions, such as gun crews, air crews, and seamanship specialties, included in the "infantry" area.											
*** Non-occupational includes patients, students, those with unassigned duties, and unknowns.											

* Because of changes in occupational coding procedures in FY 1998, data may not be comparable with figures in previous years' Population Representation reports.

** Although women do not serve in infantry positions, they do serve in other positions, such as gun crews, air crews, and seamanship specialties, included in the "infantry" area.

*** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table B-30 (Continued). FY 2002 Active Component Enlisted Members by Occupational Area, Service, and Race/Ethnicity

b. Percent

RACE/ ETHNICITY	OCCUPATIONAL AREA*										TOTAL
	Infantry, Gun Crews, & Seamanship**	Electronics	Communi- cations	Medical	Other Technical	Admin- istrators	Electrical	Craftsman	Supply	Non- Occupational***	
ARMY											
White	31.29%	6.70%	13.60%	6.48%	3.32%	9.48%	15.15%	1.89%	11.59%	0.50%	100.00%
Black	14.50%	6.39%	7.24%	8.73%	3.50%	28.27%	12.34%	2.06%	16.88%	0.09%	100.00%
Hispanic	26.22%	6.15%	8.80%	8.70%	3.44%	19.18%	14.22%	1.58%	11.10%	0.60%	100.00%
Other	24.71%	6.01%	9.68%	9.71%	3.63%	19.33%	14.88%	1.76%	9.97%	0.31%	100.00%
Total	25.72%	6.51%	11.10%	7.54%	3.40%	16.29%	14.26%	1.90%	12.89%	0.39%	100.00%
NAVY											
White	9.20%	17.46%	9.69%	6.75%	1.63%	8.09%	29.12%	6.80%	3.70%	7.55%	100.00%
Black	9.99%	10.21%	10.40%	8.90%	0.87%	16.91%	22.02%	3.95%	7.97%	8.77%	100.00%
Hispanic	10.77%	11.69%	7.45%	10.12%	1.04%	10.58%	28.10%	5.13%	4.44%	10.67%	100.00%
Other	7.57%	9.89%	4.75%	13.01%	0.74%	13.12%	30.66%	5.51%	7.66%	7.08%	100.00%
Total	9.38%	14.61%	9.14%	8.15%	1.32%	10.68%	27.67%	5.90%	5.05%	8.10%	100.00%
MARINE CORPS											
White	24.61%	7.58%	7.09%	0.00%	2.97%	11.90%	17.39%	2.54%	10.72%	15.21%	100.00%
Black	11.67%	4.97%	8.79%	0.00%	1.44%	29.98%	11.72%	2.58%	19.69%	9.15%	100.00%
Hispanic	20.03%	5.43%	6.09%	0.00%	1.77%	21.60%	14.71%	2.38%	15.46%	12.52%	100.00%
Other	20.39%	6.06%	5.80%	0.00%	2.10%	20.85%	15.07%	2.92%	13.18%	13.62%	100.00%
Total	21.81%	6.81%	7.15%	0.00%	2.53%	16.40%	16.05%	2.54%	12.86%	13.84%	100.00%
AIR FORCE											
White	10.11%	10.23%	8.52%	6.41%	4.10%	17.18%	26.02%	4.50%	4.71%	8.22%	100.00%
Black	8.16%	5.19%	6.95%	9.89%	2.57%	34.78%	15.10%	4.30%	6.36%	6.70%	100.00%
Hispanic	10.17%	7.37%	7.82%	8.95%	3.09%	23.20%	20.03%	4.64%	5.06%	9.67%	100.00%
Other	6.26%	8.22%	6.79%	11.55%	3.19%	25.48%	18.20%	4.49%	5.00%	10.82%	100.00%
Total	9.61%	9.06%	8.13%	7.40%	3.72%	21.07%	23.36%	4.47%	5.04%	8.13%	100.00%
TOTAL DoD											
White	18.48%	10.65%	10.20%	5.61%	3.05%	11.67%	22.25%	4.02%	7.43%	6.65%	100.00%
Black	11.73%	7.03%	8.16%	8.21%	2.42%	26.76%	15.42%	3.08%	12.60%	4.59%	100.00%
Hispanic	18.00%	7.87%	7.74%	7.53%	2.35%	17.65%	19.36%	3.26%	9.01%	7.24%	100.00%
Other	14.46%	7.93%	6.88%	10.47%	2.26%	17.93%	21.81%	3.82%	8.53%	5.90%	100.00%
Total	16.71%	9.42%	9.30%	6.68%	2.79%	15.95%	20.45%	3.72%	8.78%	6.21%	100.00%

* Because of changes in occupational coding procedures in FY 1998, data may not be comparable with figures in previous years' Population Representation reports.

** Although women do not serve in infantry positions, they do serve in other positions, such as gun crews, air crews, and seamanship specialties, included in the "infantry" area.

*** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows or columns may not add to totals due to rounding.

Table B-31. FY 2002 Active Component Officer Accessions and Officer Corps by Age and Service with Civilian Comparison Groups

AGE	SERVICE								CIVILIAN			
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		COLLEGE GRADUATES*	
	#	%	#	%	#	%	#	%	#	%	#	%
a. FY 2002 Active Component Officer Accessions												
17-20	1	0.02%	1	0.02%	0	0.00%	8	0.10%	10	0.05%	NA	NA
21	115	1.79%	91	1.70%	15	0.73%	142	1.84%	363	1.69%	89,680	0.64%
22	1,397	21.75%	1,050	19.66%	248	12.14%	1,286	16.67%	3,981	18.50%	411,220	2.91%
23	991	15.43%	710	13.30%	273	13.37%	1,175	15.23%	3,149	14.63%	737,169	5.22%
24	497	7.74%	409	7.66%	241	11.80%	566	7.34%	1,713	7.96%	880,414	6.24%
25	344	5.36%	318	5.96%	190	9.30%	420	5.45%	1,272	5.91%	911,857	6.46%
26	388	6.04%	337	6.31%	164	8.03%	424	5.50%	1,313	6.10%	955,037	6.77%
27	314	4.89%	284	5.32%	172	8.42%	394	5.11%	1,164	5.41%	1,008,302	7.15%
28	291	4.53%	221	4.14%	169	8.28%	324	4.20%	1,005	4.67%	981,410	6.96%
29	286	4.45%	208	3.90%	157	7.69%	386	5.00%	1,037	4.82%	1,076,979	7.63%
30	253	3.94%	220	4.12%	136	6.66%	353	4.58%	962	4.47%	1,126,096	7.98%
31	244	3.80%	235	4.40%	90	4.41%	315	4.08%	884	4.11%	1,237,278	8.77%
32	203	3.16%	181	3.39%	50	2.45%	309	4.01%	743	3.45%	1,215,249	8.61%
33	176	2.74%	189	3.54%	27	1.32%	284	3.68%	676	3.14%	1,150,621	8.15%
34	146	2.27%	149	2.79%	15	0.73%	290	3.76%	600	2.79%	1,139,860	8.08%
35	101	1.57%	139	2.60%	11	0.54%	242	3.14%	493	2.29%	1,189,407	8.43%
36+	645	10.04%	579	10.84%	82	4.02%	793	10.28%	2,099	9.75%	NA	NA
Unknown	31	0.48%	19	0.36%	2	0.10%	2	0.03%	54	0.25%	0	0.00%
TOTAL	6,423	100.00%	5,340	100.00%	2,042	100.00%	7,713	100.00%	21,518	100.00%	14,110,579	100.00%
b. FY 2002 Active Component Officer Corps												
17-19	4	0.01%	0	0.00%	0	0.00%	2	0.00%	6	0.00%	NA	NA
20-24	7,002	10.52%	5,002	9.44%	1,552	9.46%	6,615	9.23%	20,171	9.71%	1,911,339	4.78%
25-29	15,150	22.75%	11,535	21.78%	4,553	27.76%	15,701	21.90%	46,939	22.61%	4,641,279	11.60%
30-34	14,168	21.28%	11,626	21.95%	4,541	27.69%	15,637	21.81%	45,972	22.14%	5,362,589	13.40%
35-39	12,603	18.93%	10,027	18.93%	2,715	16.55%	13,879	19.36%	39,224	18.89%	5,384,687	13.46%
40-44	9,578	14.39%	7,956	15.02%	1,806	11.01%	11,019	15.37%	30,359	14.62%	5,750,530	14.37%
45-49	5,057	7.60%	4,601	8.69%	863	5.26%	6,141	8.57%	16,662	8.02%	5,624,455	14.06%
50+	2,576	3.87%	2,182	4.12%	370	2.26%	2,686	3.75%	7,814	3.76%	11,336,043	28.33%
Unknown	445	0.67%	32	0.06%	2	0.01%	7	0.01%	486	0.23%	0	0.00%
TOTAL	66,583	100.00%	52,961	100.00%	16,402	100.00%	71,687	100.00%	207,633	100.00%	40,010,921	100.00%

* Comparison group for officer accessions includes 21-35 year old college graduates in the non-institutional civilian population, October 2001-September 2002.

Comparison group for active component officer corps includes college graduates in the civilian workforce (21 years and older), September 2002.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table B-32. FY 2002 Active Component Officer Accessions and Officer Corps by Gender and Service with Civilian Comparison Groups

GENDER	SERVICE								TOTAL DoD		CIVILIAN	
	ARMY		NAVY		MARINE CORPS		AIR FORCE				COLLEGE GRADUATES*	
	#	%	#	%	#	%	#	%	#	%	#	%
a. FY 2002 Active Component Officer Accessions												
Males	5,139	80.01%	4,370	81.84%	1,875	91.82%	6,023	78.09%	17,407	80.90%	6,460,535	45.79%
Females	1,284	19.99%	970	18.16%	167	8.18%	1,690	21.91%	4,111	19.10%	7,650,045	54.21%
<hr/>												
TOTAL	6,423	100.00%	5,340	100.00%	2,042	100.00%	7,713	100.00%	21,518	100.00%	14,110,579	100.00%
<hr/>												
b. FY 2002 Active Component Officer Corps												
Males	55,914	83.98%	44,864	84.71%	15,515	94.59%	58,901	82.16%	175,194	84.38%	14,702,261	51.27%
Females	10,669	16.02%	8,097	15.29%	887	5.41%	12,786	17.84%	32,439	15.62%	13,972,617	48.73%
<hr/>												
TOTAL	66,583	100.00%	52,961	100.00%	16,402	100.00%	71,687	100.00%	207,633	100.00%	28,674,878	100.00%
<hr/>												
* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population, October 2001-September 2002.												
Comparison group for active component officer corps includes college graduates in the civilian work force (21-49 years old), September 2002.												
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.												

GENDER	SERVICE								CIVILIAN			
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		COLLEGE GRADUATES*	
	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried
a. FY 2002 Active Component Officer Accessions												
Males	36.51%	63.49%	25.88%	74.12%	39.95%	60.05%	43.60%	56.40%	36.66%	63.34%	49.41%	50.59%
Females	30.37%	69.63%	17.73%	82.27%	24.55%	75.45%	31.18%	68.82%	27.49%	72.51%	54.17%	45.83%
TOTAL	35.28%	64.72%	24.40%	75.60%	38.69%	61.31%	40.88%	59.12%	34.91%	65.09%	51.99%	48.01%
b. FY 2002 Active Component Officer Corps												
Males	72.61%	27.39%	65.31%	34.69%	69.92%	30.08%	74.39%	25.61%	71.10%	28.90%	71.21%	28.79%
Females	52.42%	47.58%	44.18%	55.82%	40.92%	59.08%	54.68%	45.32%	50.94%	49.06%	61.03%	38.97%
TOTAL	69.38%	30.62%	62.08%	37.92%	68.35%	31.65%	70.88%	29.12%	67.95%	32.05%	66.50%	33.50%

* Comparison group for officer accessions includes 21-35 year old college graduates in the non-institutional civilian population, October 2001-September 2002.

Comparison group for active component officer corps includes college graduates in the civilian work force (21-49 years old), September 2002.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table B-34. FY 2002 Active Component Officer Accessions and Officer Corps by Race/Ethnicity and Service with Civilian Comparison Groups

RACE/ ETHNICITY	SERVICE								CIVILIAN			
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		COLLEGE GRADUATES*	
	#	%	#	%	#	%	#	%	#	%	#	%
a. FY 2002 Active Component Officer Accessions												
White	4,644	72.30%	4,254	79.66%	1,659	81.24%	6,431	83.38%	16,988	78.95%	10,742,550	76.13%
Black	824	12.83%	399	7.47%	122	5.97%	615	7.97%	1,960	9.11%	1,111,597	7.88%
Hispanic	382	5.95%	317	5.94%	150	7.35%	278	3.60%	1,127	5.24%	815,552	5.78%
Other	573	8.92%	370	6.93%	111	5.44%	389	5.04%	1,443	6.71%	1,440,881	10.21%
TOTAL	6,423	100.00%	5,340	100.00%	2,042	100.00%	7,713	100.00%	21,518	100.00%	14,110,579	100.00%
b. FY 2002 Active Component Officer Corps												
White	51,315	77.07%	43,907	82.90%	13,878	84.61%	62,220	86.79%	171,320	82.51%	22,461,962	78.33%
Black	8,051	12.09%	3,648	6.89%	1,049	6.40%	4,798	6.69%	17,546	8.45%	2,314,689	8.07%
Hispanic	3,023	4.54%	2,602	4.91%	901	5.49%	2,000	2.79%	8,526	4.11%	1,530,891	5.34%
Other	4,194	6.30%	2,804	5.29%	574	3.50%	2,669	3.72%	10,241	4.93%	2,367,336	8.26%
TOTAL	66,583	100.00%	52,961	100.00%	16,402	100.00%	71,687	100.00%	207,633	100.00%	28,674,878	100.00%
* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population, October 2001-September 2002.												
Comparison group for active component officer corps includes college graduates in the civilian work force (21-49 years old), September 2002.												
Columns may not add to totals due to rounding.												
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.												

Table B-35. FY 2002 Active Component Officer Accessions and Officer Corps by Education and Service

EDUCATION	SERVICE									
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD	
	#	%	#	%	#	%	#	%	#	%
a. FY 2002 Active Component Officer Accessions										
Less than 4-year college graduate	393	6.12%	593	11.10%	4	0.20%	1,396	18.10%	2,386	11.09%
4-year college graduate	5,049	78.61%	1,854	34.72%	1,944	95.20%	3,697	47.93%	12,544	58.30%
Greater than 4-year college graduate	961	14.96%	624	11.69%	93	4.55%	1,273	16.50%	2,951	13.71%
Unknown	20	0.31%	2,269	42.49%	1	0.05%	1,347	17.46%	3,637	16.90%
TOTAL	6,423	100.00%	5,340	100.00%	2,042	100.00%	7,713	100.00%	21,518	100.00%
b. FY 2002 Active Component Officer Corps										
Less than 4-year college graduate	1,104	1.66%	5,032	9.50%	581	3.54%	2,344	3.27%	9,061	4.36%
4-year college graduate	39,194	58.86%	30,551	57.69%	12,833	78.24%	30,195	42.12%	112,773	54.31%
Greater than 4-year college graduate	26,253	39.43%	9,295	17.55%	2,977	18.15%	37,391	52.16%	75,916	36.56%
Unknown	32	0.05%	8,083	15.26%	11	0.07%	1,757	2.45%	9,883	4.76%
TOTAL	66,583	100.00%	52,961	100.00%	16,402	100.00%	71,687	100.00%	207,633	100.00%
Columns may not add to totals due to rounding.										

Table B-36. FY 2002 Active Component Officer Accessions by Occupational Area and Service

SERVICE	OCCUPATIONAL AREA								TOTAL	
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin- istration	Supply, Procurement, and Allied		Non- Occupational**
a. Number										
ARMY	128	2,652	202	1,190	269	1,168	300	475	39	6,423
NAVY	90	236	127	474	158	1,013	106	267	2,869	5,340
MARINE CORPS	33	235	35	39	59	0	65	134	1,434	2,034
AIR FORCE	89	530	223	625	266	589	396	467	4,523	7,708
TOTAL DoD	340	3,653	587	2,328	752	2,770	867	1,343	8,865	21,505
b. Percent										
ARMY	1.99%	41.29%	3.14%	18.53%	4.19%	18.18%	4.67%	7.40%	0.61%	100.00%
NAVY	1.69%	4.42%	2.38%	8.88%	2.96%	18.97%	1.99%	5.00%	53.73%	100.00%
MARINE CORPS	1.62%	11.55%	1.72%	1.92%	2.90%	0.00%	3.20%	6.59%	70.50%	100.00%
AIR FORCE	1.15%	6.88%	2.89%	8.11%	3.45%	7.64%	5.14%	6.06%	58.68%	100.00%
TOTAL DoD	1.58%	16.99%	2.73%	10.83%	3.50%	12.88%	4.03%	6.25%	41.22%	100.00%
* Calculations do not include 5 Air Force and 8 Marine Corps O-6 officers classified as general officers by the Services.										
** Non-occupational includes patients, students, those with unassigned duties, and unknowns.										
Rows may not add to totals due to rounding.										

Table B-37. FY 2002 Active Component Officer Corps by Occupational Area and Service

SERVICE	OCCUPATIONAL AREA									TOTAL
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied	Non-Occupational**	
a. Number										
ARMY	308	23,128	4,066	7,874	4,542	13,682	4,437	6,949	1,590	66,576
NAVY	215	20,206	2,056	5,491	2,050	11,171	2,242	3,272	6,258	52,961
MARINE CORPS	81	8,153	776	1,288	467	0	976	2,181	1,900	15,822
AIR FORCE	274	22,448	3,645	9,888	4,350	11,684	4,966	6,342	7,677	71,274
TOTAL DoD	878	73,935	10,543	24,541	11,409	36,537	12,621	18,744	17,425	206,633
b. Percent										
ARMY	0.46%	34.74%	6.11%	11.83%	6.82%	20.55%	6.66%	10.44%	2.39%	100.00%
NAVY	0.41%	38.15%	3.88%	10.37%	3.87%	21.09%	4.23%	6.18%	11.82%	100.00%
MARINE CORPS	0.51%	51.53%	4.90%	8.14%	2.95%	0.00%	6.17%	13.78%	12.01%	100.00%
AIR FORCE	0.38%	31.50%	5.11%	13.87%	6.10%	16.39%	6.97%	8.90%	10.77%	100.00%
TOTAL DoD	0.42%	35.78%	5.10%	11.88%	5.52%	17.68%	6.11%	9.07%	8.43%	100.00%

* Calculations do not include 7 Army, 580 Marine Corps, and 413 Air Force O-6 officers classified as general officers by the Services.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table B-38. FY 2002 Active Component Officer Corps by Occupational Area, Service, and Gender

a. Number

GENDER	OCCUPATIONAL AREA									TOTAL
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied	Non-Occupational**	
ARMY										
Males	297	22,373	3,330	6,252	4,021	9,341	3,261	5,575	1,457	55,907
Females	11	755	736	1,622	521	4,341	1,176	1,374	133	10,669
Total	308	23,128	4,066	7,874	4,542	13,682	4,437	6,949	1,590	66,576
NAVY										
Males	205	19,127	1,737	5,139	1,738	7,315	1,559	2,658	5,386	44,864
Females	10	1,079	319	352	312	3,856	683	614	872	8,097
Total	215	20,206	2,056	5,491	2,050	11,171	2,242	3,272	6,258	52,961
MARINE CORPS										
Males	80	8,010	733	1,205	430	0	793	1,959	1,743	14,953
Females	1	143	43	83	37	0	183	222	157	869
Total	81	8,153	776	1,288	467	0	976	2,181	1,900	15,822
AIR FORCE										
Males	262	21,178	2,825	8,449	3,580	7,090	3,519	5,134	6,474	58,511
Females	12	1,270	820	1,439	770	4,594	1,447	1,208	1,203	12,763
Total	274	22,448	3,645	9,888	4,350	11,684	4,966	6,342	7,677	71,274
TOTAL DoD										
Males	844	70,688	8,625	21,045	9,769	23,746	9,132	15,326	15,060	174,235
Females	34	3,247	1,918	3,496	1,640	12,791	3,489	3,418	2,365	32,398
Total	878	73,935	10,543	24,541	11,409	36,537	12,621	18,744	17,425	206,633

* Calculations do not include 7 male Army, 562 male and 18 female Marine Corps, and 390 male and 23 female Air Force O-6 officers classified as general officers by the Services.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table B-38 (Continued). FY 2002 Active Component Officer Corps by Occupational Area, Service, and Gender

b. Percent

	OCCUPATIONAL AREA									
	General	Tactical		Engineering	Scientists			Supply,	Non-	
GENDER	Officers*	Operations	Intelligence	and Maintenance	and Professionals	Health Care	Admin- istration	Procurement, and Allied	Occupational**	TOTAL
ARMY										
Males	0.53%	40.02%	5.96%	11.18%	7.19%	16.71%	5.83%	9.97%	2.61%	100.00%
Females	0.10%	7.08%	6.90%	15.20%	4.88%	40.69%	11.02%	12.88%	1.25%	100.00%
Total	0.46%	34.74%	6.11%	11.83%	6.82%	20.55%	6.66%	10.44%	2.39%	100.00%
NAVY										
Males	0.46%	42.63%	3.87%	11.45%	3.87%	16.30%	3.47%	5.92%	12.01%	100.00%
Females	0.12%	13.33%	3.94%	4.35%	3.85%	47.62%	8.44%	7.58%	10.77%	100.00%
Total	0.41%	38.15%	3.88%	10.37%	3.87%	21.09%	4.23%	6.18%	11.82%	100.00%
MARINE CORPS										
Males	0.54%	53.57%	4.90%	8.06%	2.88%	0.00%	5.30%	13.10%	11.66%	100.00%
Females	0.12%	16.46%	4.95%	9.55%	4.26%	0.00%	21.06%	25.55%	18.07%	100.00%
Total	0.51%	51.53%	4.90%	8.14%	2.95%	0.00%	6.17%	13.78%	12.01%	100.00%
AIR FORCE										
Males	0.45%	36.19%	4.83%	14.44%	6.12%	12.12%	6.01%	8.77%	11.06%	100.00%
Females	0.09%	9.95%	6.42%	11.27%	6.03%	35.99%	11.34%	9.46%	9.43%	100.00%
Total	0.38%	31.50%	5.11%	13.87%	6.10%	16.39%	6.97%	8.90%	10.77%	100.00%
TOTAL DoD										
Males	0.48%	40.57%	4.95%	12.08%	5.61%	13.63%	5.24%	8.80%	8.64%	100.00%
Females	0.10%	10.02%	5.92%	10.79%	5.06%	39.48%	10.77%	10.55%	7.30%	100.00%
Total	0.42%	35.78%	5.10%	11.88%	5.52%	17.68%	6.11%	9.07%	8.43%	100.00%

* Calculations do not include 7 male Army, 562 male and 18 female Marine Corps, and 390 male and 23 female Air Force O-6 officers classified as general officers by the Services.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table B-39. FY 2002 Active Component Officer Corps by Occupational Area, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	OCCUPATIONAL AREA									TOTAL
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin- istration	Supply, Procurement, and Allied	Non- Occupational**	
ARMY										
White	272	18,938	3,143	5,612	3,784	10,347	3,086	4,782	1,346	51,310
Black	25	1,986	467	1,286	367	1,495	867	1,402	154	8,049
Hispanic	6	999	213	444	166	520	236	394	45	3,023
Other	5	1,205	243	532	225	1,320	248	371	45	4,194
Total	308	23,128	4,066	7,874	4,542	13,682	4,437	6,949	1,590	66,576
NAVY										
White	205	17,444	1,726	4,586	1,717	9,117	1,734	2,417	4,961	43,907
Black	6	966	130	492	140	790	273	432	419	3,648
Hispanic	3	1,014	121	167	87	457	105	199	449	2,602
Other	1	782	79	246	106	807	130	224	429	2,804
Total	215	20,206	2,056	5,491	2,050	11,171	2,242	3,272	6,258	52,961
MARINE CORPS										
White	74	7,245	653	1,020	400	0	715	1,674	1,570	13,351
Black	6	330	46	121	20	0	132	267	97	1,019
Hispanic	1	345	44	94	28	0	80	151	141	884
Other	0	233	33	53	19	0	49	89	92	568
Total	81	8,153	776	1,288	467	0	976	2,181	1,900	15,822
AIR FORCE										
White	256	20,500	3,241	8,324	3,818	9,879	3,966	5,220	6,640	61,844
Black	13	796	174	835	259	916	666	713	401	4,773
Hispanic	3	557	107	313	115	267	172	199	262	1,995
Other	2	595	123	416	158	622	162	210	374	2,662
Total	274	22,448	3,645	9,888	4,350	11,684	4,966	6,342	7,677	71,274
TOTAL DoD										
White	807	64,127	8,763	19,542	9,719	29,343	9,501	14,093	14,517	170,412
Black	50	4,078	817	2,734	786	3,201	1,938	2,814	1,071	17,489
Hispanic	13	2,915	485	1,018	396	1,244	593	943	897	8,504
Other	8	2,815	478	1,247	508	2,749	589	894	940	10,228
Total	878	73,935	10,543	24,541	11,409	36,537	12,621	18,744	17,425	206,633

* Calculations do not include 5 White and 2 Black Army; 527 White, 30 Black, 17 Hispanic, and 6 "Other" Marine Corps; and 376 White, 25 Black, 5 Hispanic, and 7 "Other"

Air Force O-6 officers classified as general officers by the Services.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table B-39 (Continued). FY 2002 Active Component Officer Corps by Occupational Area, Service, and Race/Ethnicity

b. Percent

RACE/ ETHNICITY	OCCUPATIONAL AREA									TOTAL
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin- istration	Supply, Procurement, and Allied	Non- Occupational**	
ARMY										
White	0.53%	36.91%	6.13%	10.94%	7.37%	20.17%	6.01%	9.32%	2.62%	100.00%
Black	0.31%	24.67%	5.80%	15.98%	4.56%	18.57%	10.77%	17.42%	1.91%	100.00%
Hispanic	0.20%	33.05%	7.05%	14.69%	5.49%	17.20%	7.81%	13.03%	1.49%	100.00%
Other	0.12%	28.73%	5.79%	12.68%	5.36%	31.47%	5.91%	8.85%	1.07%	100.00%
Total	0.46%	34.74%	6.11%	11.83%	6.82%	20.55%	6.66%	10.44%	2.39%	100.00%
NAVY										
White	0.47%	39.73%	3.93%	10.44%	3.91%	20.76%	3.95%	5.50%	11.30%	100.00%
Black	0.16%	26.48%	3.56%	13.49%	3.84%	21.66%	7.48%	11.84%	11.49%	100.00%
Hispanic	0.12%	38.97%	4.65%	6.42%	3.34%	17.56%	4.04%	7.65%	17.26%	100.00%
Other	0.04%	27.89%	2.82%	8.77%	3.78%	28.78%	4.64%	7.99%	15.30%	100.00%
Total	0.41%	38.15%	3.88%	10.37%	3.87%	21.09%	4.23%	6.18%	11.82%	100.00%
MARINE CORPS										
White	0.55%	54.27%	4.89%	7.64%	3.00%	0.00%	5.36%	12.54%	11.76%	100.00%
Black	0.59%	32.38%	4.51%	11.87%	1.96%	0.00%	12.95%	26.20%	9.52%	100.00%
Hispanic	0.11%	39.03%	4.98%	10.63%	3.17%	0.00%	9.05%	17.08%	15.95%	100.00%
Other	0.00%	41.02%	5.81%	9.33%	3.35%	0.00%	8.63%	15.67%	16.20%	100.00%
Total	0.51%	51.53%	4.90%	8.14%	2.95%	0.00%	6.17%	13.78%	12.01%	100.00%
AIR FORCE										
White	0.41%	33.15%	5.24%	13.46%	6.17%	15.97%	6.41%	8.44%	10.74%	100.00%
Black	0.27%	16.68%	3.65%	17.49%	5.43%	19.19%	13.95%	14.94%	8.40%	100.00%
Hispanic	0.15%	27.92%	5.36%	15.69%	5.76%	13.38%	8.62%	9.97%	13.13%	100.00%
Other	0.08%	22.35%	4.62%	15.63%	5.94%	23.37%	6.09%	7.89%	14.05%	100.00%
Total	0.38%	31.50%	5.11%	13.87%	6.10%	16.39%	6.97%	8.90%	10.77%	100.00%
TOTAL DoD										
White	0.47%	37.63%	5.14%	11.47%	5.70%	17.22%	5.58%	8.27%	8.52%	100.00%
Black	0.29%	23.32%	4.67%	15.63%	4.49%	18.30%	11.08%	16.09%	6.12%	100.00%
Hispanic	0.15%	34.28%	5.70%	11.97%	4.66%	14.63%	6.97%	11.09%	10.55%	100.00%
Other	0.08%	27.52%	4.67%	12.19%	4.97%	26.88%	5.76%	8.74%	9.19%	100.00%
Total	0.42%	35.78%	5.10%	11.88%	5.52%	17.68%	6.11%	9.07%	8.43%	100.00%

* Calculations do not include 5 White and 2 Black Army; 527 White, 30 Black, 17 Hispanic, and 6 "Other" Marine Corps; and 376 White, 25 Black, 5 Hispanic, and 7 "Other" Air Force O-6 officers classified as general officers by the Services.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table B-40. FY 2002 Active Component Officer Accessions by Source of Commission, Service, and Gender

a. Number

	SOURCE OF COMMISSION							
		ROTC	ROTC Non-		Direct			
GENDER	Academy	Scholarship	Scholarship	OCS/OTS	Appointment	Other	Unknown	TOTAL
ARMY								
Males	930	1,623	769	939	223	650	5	5,139
Females	153	492	142	157	36	303	1	1,284
Total	1,083	2,115	911	1,096	259	953	6	6,423
NAVY								
Males	804	695	71	1,184	727	863	26	4,370
Females	111	199	12	154	375	116	3	970
Total	915	894	83	1,338	1,102	979	29	5,340
MARINE CORPS								
Males	161	34	0	1,501	9	167	3	1,875
Females	28	5	0	96	0	38	0	167
Total	189	39	0	1,597	9	205	3	2,042
AIR FORCE								
Males	900	238	2,042	1,891	685	265	2	6,023
Females	154	68	628	422	352	66	0	1,690
Total	1,054	306	2,670	2,313	1,037	331	2	7,713
TOTAL DoD								
Males	2,795	2,590	2,882	5,515	1,644	1,945	36	17,407
Females	446	764	782	829	763	523	4	4,111
Total	3,241	3,354	3,664	6,344	2,407	2,468	40	21,518

Table B-40 (Continued). FY 2002 Active Component Officer Accessions by Source of Commission, Service, and Gender

b. Percent

	SOURCE OF COMMISSION							
		ROTC	ROTC Non-		Direct			
GENDER	Academy	Scholarship	Scholarship	OCS/OTS	Appointment	Other	Unknown	TOTAL
ARMY								
Males	18.10%	31.58%	14.96%	18.27%	4.34%	12.65%	0.10%	100.00%
Females	11.92%	38.32%	11.06%	12.23%	2.80%	23.60%	0.08%	100.00%
Total	16.86%	32.93%	14.18%	17.06%	4.03%	14.84%	0.09%	100.00%
NAVY								
Males	18.40%	15.90%	1.62%	27.09%	16.64%	19.75%	0.59%	100.00%
Females	11.44%	20.52%	1.24%	15.88%	38.66%	11.96%	0.31%	100.00%
Total	17.13%	16.74%	1.55%	25.06%	20.64%	18.33%	0.54%	100.00%
MARINE CORPS								
Males	8.59%	1.81%	0.00%	80.05%	0.48%	8.91%	0.16%	100.00%
Females	16.77%	2.99%	0.00%	57.49%	0.00%	22.75%	0.00%	100.00%
Total	9.26%	1.91%	0.00%	78.21%	0.44%	10.04%	0.15%	100.00%
AIR FORCE								
Males	14.94%	3.95%	33.90%	31.40%	11.37%	4.40%	0.03%	100.00%
Females	9.11%	4.02%	37.16%	24.97%	20.83%	3.91%	0.00%	100.00%
Total	13.67%	3.97%	34.62%	29.99%	13.44%	4.29%	0.03%	100.00%
TOTAL DoD								
Males	16.06%	14.88%	16.56%	31.68%	9.44%	11.17%	0.21%	100.00%
Females	10.85%	18.58%	19.02%	20.17%	18.56%	12.72%	0.10%	100.00%
Total	15.06%	15.59%	17.03%	29.48%	11.19%	11.47%	0.19%	100.00%

Rows may not add to totals due to rounding.

Table B-41. FY 2002 Active Component Officer Corps by Source of Commission, Service, and Gender

a. Number

SOURCE OF COMMISSION								
	Academy	ROTC Scholarship	ROTC Non-Scholarship	OCS/OTS	Direct Appointment	Other	Unknown	TOTAL
ARMY								
Males	9,779	20,215	12,239	6,010	3,896	3,742	33	55,914
Females	1,086	3,935	1,755	823	1,535	1,533	2	10,669
Total	10,865	24,150	13,994	6,833	5,431	5,275	35	66,583
NAVY								
Males	9,138	8,380	1,017	10,269	7,822	8,238	0	44,864
Females	1,016	1,239	145	1,467	3,312	918	0	8,097
Total	10,154	9,619	1,162	11,736	11,134	9,156	0	52,961
MARINE CORPS								
Males	1,854	2,155	0	10,169	204	1,133	0	15,515
Females	157	108	0	500	15	107	0	887
Total	2,011	2,263	0	10,669	219	1,240	0	16,402
AIR FORCE								
Males	12,187	11,849	13,670	13,111	7,588	496	0	58,901
Females	1,458	2,321	2,337	2,134	4,424	112	0	12,786
Total	13,645	14,170	16,007	15,245	12,012	608	0	71,687
TOTAL DoD								
Males	32,958	42,599	26,926	39,559	19,510	13,609	33	175,194
Females	3,717	7,603	4,237	4,924	9,286	2,670	2	32,439
Total	36,675	50,202	31,163	44,483	28,796	16,279	35	207,633

Table B-41 (Continued). FY 2002 Active Component Officer Corps by Source of Commission, Service, and Gender

b. Percent

GENDER	SOURCE OF COMMISSION							TOTAL
	Academy	ROTC Scholarship	ROTC Non- Scholarship	OCS/OTS	Direct Appointment	Other	Unknown	
ARMY								
Males	17.49%	36.15%	21.89%	10.75%	6.97%	6.69%	0.06%	100.00%
Females	10.18%	36.88%	16.45%	7.71%	14.39%	14.37%	0.02%	100.00%
Total	16.32%	36.27%	21.02%	10.26%	8.16%	7.92%	0.05%	100.00%
NAVY								
Males	20.37%	18.68%	2.27%	22.89%	17.43%	18.36%	0.00%	100.00%
Females	12.55%	15.30%	1.79%	18.12%	40.90%	11.34%	0.00%	100.00%
Total	19.17%	18.16%	2.19%	22.16%	21.02%	17.29%	0.00%	100.00%
MARINE CORPS								
Males	11.95%	13.89%	0.00%	65.54%	1.31%	7.30%	0.00%	100.00%
Females	17.70%	12.18%	0.00%	56.37%	1.69%	12.06%	0.00%	100.00%
Total	12.26%	13.80%	0.00%	65.05%	1.34%	7.56%	0.00%	100.00%
AIR FORCE								
Males	20.69%	20.12%	23.21%	22.26%	12.88%	0.84%	0.00%	100.00%
Females	11.40%	18.15%	18.28%	16.69%	34.60%	0.88%	0.00%	100.00%
Total	19.03%	19.77%	22.33%	21.27%	16.76%	0.85%	0.00%	100.00%
TOTAL DoD								
Males	18.81%	24.32%	15.37%	22.58%	11.14%	7.77%	0.02%	100.00%
Females	11.46%	23.44%	13.06%	15.18%	28.63%	8.23%	0.01%	100.00%
Total	17.66%	24.18%	15.01%	21.42%	13.87%	7.84%	0.02%	100.00%

Rows may not add to totals due to rounding.

Table B-42. FY 2002 Active Component Officer Accessions by Source of Commission, Service, and Race/Ethnicity**a. Number**

RACE/ ETHNICITY	SOURCE OF COMMISSION							TOTAL
	Academy	ROTC Scholarship	ROTC Non- Scholarship	OCS/OTS	Direct Appointment	Other	Unknown	
ARMY								
White	875	1,601	547	757	209	649	6	4,644
Black	78	241	168	221	15	101	0	824
Hispanic	43	105	124	62	15	33	0	382
Other	87	168	72	56	20	170	0	573
Total	1,083	2,115	911	1,096	259	953	6	6,423
NAVY								
White	764	679	63	1,084	866	772	26	4,254
Black	43	64	9	97	72	114	0	399
Hispanic	62	80	5	80	53	36	1	317
Other	46	71	6	77	111	57	2	370
Total	915	894	83	1,338	1,102	979	29	5,340
MARINE CORPS								
White	165	32	0	1,279	6	175	2	1,659
Black	10	1	0	95	1	15	0	122
Hispanic	8	3	0	126	2	10	1	150
Other	6	3	0	97	0	5	0	111
Total	189	39	0	1,597	9	205	3	2,042
AIR FORCE								
White	934	277	2,177	1,921	860	260	2	6,431
Black	49	13	239	198	81	35	0	615
Hispanic	10	6	128	100	15	19	0	278
Other	61	10	126	94	81	17	0	389
Total	1,054	306	2,670	2,313	1,037	331	2	7,713
TOTAL DoD								
White	2,738	2,589	2,787	5,041	1,941	1,856	36	16,988
Black	180	319	416	611	169	265	0	1,960
Hispanic	123	194	257	368	85	98	2	1,127
Other	200	252	204	324	212	249	2	1,443
Total	3,241	3,354	3,664	6,344	2,407	2,468	40	21,518

Table B-42 (Continued). FY 2002 Active Component Officer Accessions by Source of Commission, Service, and Race/Ethnicity

b. Percent

		SOURCE OF COMMISSION						
RACE/ ETHNICITY	Academy	ROTC Scholarship	ROTC Non- Scholarship	OCS/OTS	Direct Appointment	Other	Unknown	TOTAL
ARMY								
White	18.84%	34.47%	11.78%	16.30%	4.50%	13.98%	0.13%	100.00%
Black	9.47%	29.25%	20.39%	26.82%	1.82%	12.26%	0.00%	100.00%
Hispanic	11.26%	27.49%	32.46%	16.23%	3.93%	8.64%	0.00%	100.00%
Other	15.18%	29.32%	12.57%	9.77%	3.49%	29.67%	0.00%	100.00%
Total	16.86%	32.93%	14.18%	17.06%	4.03%	14.84%	0.09%	100.00%
NAVY								
White	17.96%	15.96%	1.48%	25.48%	20.36%	18.15%	0.61%	100.00%
Black	10.78%	16.04%	2.26%	24.31%	18.05%	28.57%	0.00%	100.00%
Hispanic	19.56%	25.24%	1.58%	25.24%	16.72%	11.36%	0.32%	100.00%
Other	12.43%	19.19%	1.62%	20.81%	30.00%	15.41%	0.54%	100.00%
Total	17.13%	16.74%	1.55%	25.06%	20.64%	18.33%	0.54%	100.00%
MARINE CORPS								
White	9.95%	1.93%	0.00%	77.09%	0.36%	10.55%	0.12%	100.00%
Black	8.20%	0.82%	0.00%	77.87%	0.82%	12.30%	0.00%	100.00%
Hispanic	5.33%	2.00%	0.00%	84.00%	1.33%	6.67%	0.67%	100.00%
Other	5.41%	2.70%	0.00%	87.39%	0.00%	4.50%	0.00%	100.00%
Total	9.26%	1.91%	0.00%	78.21%	0.44%	10.04%	0.15%	100.00%
AIR FORCE								
White	14.52%	4.31%	33.85%	29.87%	13.37%	4.04%	0.03%	100.00%
Black	7.97%	2.11%	38.86%	32.20%	13.17%	5.69%	0.00%	100.00%
Hispanic	3.60%	2.16%	46.04%	35.97%	5.40%	6.83%	0.00%	100.00%
Other	15.68%	2.57%	32.39%	24.16%	20.82%	4.37%	0.00%	100.00%
Total	13.67%	3.97%	34.62%	29.99%	13.44%	4.29%	0.03%	100.00%
TOTAL DoD								
White	16.12%	15.24%	16.41%	29.67%	11.43%	10.93%	0.21%	100.00%
Black	9.18%	16.28%	21.22%	31.17%	8.62%	13.52%	0.00%	100.00%
Hispanic	10.91%	17.21%	22.80%	32.65%	7.54%	8.70%	0.18%	100.00%
Other	13.86%	17.46%	14.14%	22.45%	14.69%	17.26%	0.14%	100.00%
Total	15.06%	15.59%	17.03%	29.48%	11.19%	11.47%	0.19%	100.00%
Rows may not add to totals due to rounding.								

Table B-43. FY 2002 Active Component Officer Corps by Source of Commission, Service, and Race/Ethnicity**a. Number**

RACE/ ETHNICITY	SOURCE OF COMMISSION							TOTAL
	Academy	ROTC Scholarship	ROTC Non- Scholarship	OCS/OTS	Direct Appointment	Other	Unknown	
ARMY								
White	9,234	19,293	9,603	4,999	4,265	3,890	31	51,315
Black	614	2,656	2,584	1,117	572	507	1	8,051
Hispanic	377	915	976	371	211	172	1	3,023
Other	640	1,286	831	346	383	706	2	4,194
Total	10,865	24,150	13,994	6,833	5,431	5,275	35	66,583
NAVY								
White	8,708	7,877	987	9,505	9,186	7,644	0	43,907
Black	452	628	73	934	727	834	0	3,648
Hispanic	491	602	48	722	449	290	0	2,602
Other	503	512	54	575	772	388	0	2,804
Total	10,154	9,619	1,162	11,736	11,134	9,156	0	52,961
MARINE CORPS								
White	1,740	2,046	0	8,876	185	1,031	0	13,878
Black	116	100	0	718	24	91	0	1,049
Hispanic	103	70	0	648	6	74	0	901
Other	52	47	0	427	4	44	0	574
Total	2,011	2,263	0	10,669	219	1,240	0	16,402
AIR FORCE								
White	11,948	12,656	13,643	13,339	10,137	497	0	62,220
Black	686	889	1,340	879	952	52	0	4,798
Hispanic	430	251	525	494	270	30	0	2,000
Other	581	374	499	533	653	29	0	2,669
Total	13,645	14,170	16,007	15,245	12,012	608	0	71,687
TOTAL DoD								
White	31,630	41,872	24,233	36,719	23,773	13,062	31	171,320
Black	1,868	4,273	3,997	3,648	2,275	1,484	1	17,546
Hispanic	1,401	1,838	1,549	2,235	936	566	1	8,526
Other	1,776	2,219	1,384	1,881	1,812	1,167	2	10,241
Total	36,675	50,202	31,163	44,483	28,796	16,279	35	207,633

Table B-44. FY 2002 Active Component Warrant Officer Accessions and Warrant Officer Corps by Gender and Service with Civilian Comparison Groups

GENDER	SERVICE								TOTAL DoD		CIVILIAN	
	ARMY		NAVY		MARINE CORPS		AIR FORCE				LABOR FORCE*	
	#	%	#	%	#	%	#	%	#	%		
a. FY 2001 Active Component Warrant Officer Accessions												
Males	1,159	92.87%	282	93.69%	473	94.60%	0	NA	1,914	93.41%	32,745,315	53.64%
Females	89	7.13%	19	6.31%	27	5.40%	0	NA	135	6.59%	28,298,249	46.36%
TOTAL	1,248	100.00%	301	100.00%	500	100.00%	0	NA	2,049	100.00%	61,043,564	100.00%
b. FY 2002 Active Component Warrant Officers												
Males	10,959	92.99%	1,715	95.01%	1,786	94.20%	0	NA	14,460	93.37%	55,895,526	53.45%
Females	826	7.01%	90	4.99%	110	5.80%	0	NA	1,026	6.63%	48,683,077	46.55%
TOTAL	11,785	100.00%	1,805	100.00%	1,896	100.00%	0	NA	15,486	100.00%	104,578,602	100.00%

* Comparison group for accessions includes 20-39 year old members of the civilian labor force, October 2001-September 2002.

Comparison group for active component warrant officers includes 18-49 year old members of the civilian labor force, September 2002.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table B-45. FY 2002 Active Component Warrant Officer Accessions and Warrant Officer Corps by Race/Ethnicity and Service with Civilian Comparison Groups

RACE/ ETHNICITY	SERVICE								CIVILIAN			
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		LABOR FORCE*	
	#	%	#	%	#	%	#	%	#	%	#	%
a. FY 2002 Active Component Warrant Officer Accessions												
White	910	72.92%	220	73.09%	375	75.00%	0	NA	1,505	73.45%	41,076,219	67.29%
Black	197	15.79%	62	20.60%	71	14.20%	0	NA	330	16.11%	7,888,954	12.92%
Hispanic	62	4.97%	3	1.00%	40	8.00%	0	NA	105	5.12%	8,833,048	14.47%
Other	79	6.33%	16	5.32%	14	2.80%	0	NA	109	5.32%	3,245,343	5.32%
TOTAL	1,248	100.00%	301	100.00%	500	100.00%	0	NA	2,049	100.00%	61,043,564	100.00%
b. FY 2002 Active Component Warrant Officers												
White	8,610	73.06%	1,362	75.46%	1,408	74.26%	0	NA	11,380	73.49%	72,938,449	69.75%
Black	1,938	16.44%	336	18.61%	305	16.09%	0	NA	2,579	16.65%	12,893,507	12.33%
Hispanic	623	5.29%	28	1.55%	135	7.12%	0	NA	786	5.08%	13,459,676	12.87%
Other	614	5.21%	79	4.38%	48	2.53%	0	NA	741	4.78%	5,286,970	5.06%
TOTAL	11,785	100.00%	1,805	100.00%	1,896	100.00%	0	NA	15,486	100.00%	104,578,602	100.00%
* Comparison group for accessions includes 20-39 year old members of the civilian labor force, October 2001-September 2002.												
Comparison group for active component warrant officers includes 18-49 year old members of the civilian labor force, September 2002.												
Columns may not add to totals due to rounding.												
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.												

Table B-46. FY 2002 Active Component Enlisted Members by Pay Grade, Service, and Gender

a. Number

GENDER	PAY GRADE										TOTAL
	E1	E2	E3	E4	E5	E6	E7	E8	E9	Unknown	
ARMY											
Males	17,974	27,318	55,440	84,950	61,456	50,430	33,059	9,844	2,893	13	343,377
Females	3,259	5,274	12,099	18,047	11,398	7,023	4,263	1,188	255	0	62,806
Total	21,233	32,592	67,539	102,997	72,854	57,453	37,322	11,032	3,148	13	406,183
NAVY											
Males	13,465	22,020	43,186	53,702	64,047	49,503	22,500	6,622	3,082	74	278,201
Females	2,077	4,424	11,144	11,888	9,793	4,630	1,904	473	144	13	46,490
Total	15,542	26,444	54,330	65,590	73,840	54,133	24,404	7,095	3,226	87	324,691
MARINE CORPS											
Males	12,078	18,900	41,190	26,891	21,367	12,909	8,409	3,077	1,319	0	146,140
Females	589	1,263	2,740	1,949	1,497	755	438	186	42	0	9,459
Total	12,667	20,163	43,930	28,840	22,864	13,664	8,847	3,263	1,361	0	155,599
AIR FORCE											
Males	12,021	9,242	41,271	39,133	57,832	38,936	28,277	5,117	2,570	172	234,571
Females	3,654	3,680	12,607	12,305	15,373	5,946	3,339	653	352	48	57,957
Total	15,675	12,922	53,878	51,438	73,205	44,882	31,616	5,770	2,922	220	292,528
TOTAL DoD											
Males	55,538	77,480	181,087	204,676	204,702	151,778	92,245	24,660	9,864	259	1,002,289
Females	9,579	14,641	38,590	44,189	38,061	18,354	9,944	2,500	793	61	176,712
Total	65,117	92,121	219,677	248,865	242,763	170,132	102,189	27,160	10,657	320	1,179,001

Table B-46 (Continued). FY 2002 Active Component Enlisted Members by Pay Grade, Service, and Gender

b. Percent

GENDER	PAY GRADE										TOTAL
	E1	E2	E3	E4	E5	E6	E7	E8	E9	Unknown	
ARMY											
Males	5.23%	7.96%	16.15%	24.74%	17.90%	14.69%	9.63%	2.87%	0.84%	0.00%	100.00%
Females	5.19%	8.40%	19.26%	28.73%	18.15%	11.18%	6.79%	1.89%	0.41%	0.00%	100.00%
Total	5.23%	8.02%	16.63%	25.36%	17.94%	14.14%	9.19%	2.72%	0.78%	0.00%	100.00%
NAVY											
Males	4.84%	7.92%	15.52%	19.30%	23.02%	17.79%	8.09%	2.38%	1.11%	0.03%	100.00%
Females	4.47%	9.52%	23.97%	25.57%	21.06%	9.96%	4.10%	1.02%	0.31%	0.03%	100.00%
Total	4.79%	8.14%	16.73%	20.20%	22.74%	16.67%	7.52%	2.19%	0.99%	0.03%	100.00%
MARINE CORPS											
Males	8.26%	12.93%	28.19%	18.40%	14.62%	8.83%	5.75%	2.11%	0.90%	0.00%	100.00%
Females	6.23%	13.35%	28.97%	20.60%	15.83%	7.98%	4.63%	1.97%	0.44%	0.00%	100.00%
Total	8.14%	12.96%	28.23%	18.53%	14.69%	8.78%	5.69%	2.10%	0.87%	0.00%	100.00%
AIR FORCE											
Males	5.12%	3.94%	17.59%	16.68%	24.65%	16.60%	12.05%	2.18%	1.10%	0.07%	100.00%
Females	6.30%	6.35%	21.75%	21.23%	26.52%	10.26%	5.76%	1.13%	0.61%	0.08%	100.00%
Total	5.36%	4.42%	18.42%	17.58%	25.02%	15.34%	10.81%	1.97%	1.00%	0.08%	100.00%
TOTAL DoD											
Males	5.54%	7.73%	18.07%	20.42%	20.42%	15.14%	9.20%	2.46%	0.98%	0.03%	100.00%
Females	5.42%	8.29%	21.84%	25.01%	21.54%	10.39%	5.63%	1.41%	0.45%	0.03%	100.00%
Total	5.52%	7.81%	18.63%	21.11%	20.59%	14.43%	8.67%	2.30%	0.90%	0.03%	100.00%
Rows may not add to totals due to rounding.											

Table B-47. FY 2002 Active Component Enlisted Members by Pay Grade, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	PAY GRADE										TOTAL
E1	E2	E3	E4	E5	E6	E7	E8	E9	Unknown		
ARMY											
White	13,168	20,928	40,632	58,595	38,812	28,886	18,118	5,563	1,394	11	226,107
Black	4,133	6,133	15,112	25,956	21,545	19,970	13,808	3,835	1,310	1	111,803
Hispanic	2,856	3,902	8,166	11,971	7,265	4,371	2,689	894	239	1	42,354
Other	1,076	1,629	3,629	6,475	5,232	4,226	2,707	740	205	0	25,919
Total	21,233	32,592	67,539	102,997	72,854	57,453	37,322	11,032	3,148	13	406,183
NAVY											
White	8,614	14,990	28,423	36,643	42,621	34,745	17,123	5,390	2,521	65	191,135
Black	3,464	5,584	12,760	13,946	16,557	10,769	3,789	862	299	13	68,043
Hispanic	2,260	3,572	7,665	8,242	7,919	3,985	1,305	293	107	9	35,357
Other	1,204	2,298	5,482	6,759	6,743	4,634	2,187	550	299	0	30,156
Total	15,542	26,444	54,330	65,590	73,840	54,133	24,404	7,095	3,226	87	324,691
MARINE CORPS											
White	9,039	14,205	29,722	19,199	14,365	8,452	5,593	1,922	732	0	103,229
Black	1,427	2,252	5,624	3,667	3,892	3,080	2,236	970	451	0	23,599
Hispanic	1,684	2,767	6,618	4,621	3,615	1,659	768	292	132	0	22,156
Other	517	939	1,966	1,353	992	473	250	79	46	0	6,615
Total	12,667	20,163	43,930	28,840	22,864	13,664	8,847	3,263	1,361	0	155,599
AIR FORCE											
White	11,433	9,065	38,358	35,310	53,412	33,000	22,938	4,246	2,200	162	210,124
Black	2,303	2,380	9,605	9,523	12,418	8,599	6,482	1,135	514	47	53,006
Hispanic	1,163	794	3,630	4,179	4,425	1,893	1,181	204	122	0	17,591
Other	776	683	2,285	2,426	2,950	1,390	1,015	185	86	11	11,807
Total	15,675	12,922	53,878	51,438	73,205	44,882	31,616	5,770	2,922	220	292,528
TOTAL DoD											
White	42,254	59,188	137,135	149,747	149,210	105,083	63,772	17,121	6,847	238	730,595
Black	11,327	16,349	43,101	53,092	54,412	42,418	26,315	6,802	2,574	61	256,451
Hispanic	7,963	11,035	26,079	29,013	23,224	11,908	5,943	1,683	600	10	117,458
Other	3,573	5,549	13,362	17,013	15,917	10,723	6,159	1,554	636	11	74,497
Total	65,117	92,121	219,677	248,865	242,763	170,132	102,189	27,160	10,657	320	1,179,001

Table B-47 (Continued). FY 2002 Active Component Enlisted Members by Pay Grade, Service, and Race/Ethnicity

b. Percent

RACE/ ETHNICITY	PAY GRADE										TOTAL
	E1	E2	E3	E4	E5	E6	E7	E8	E9	Unknown	
ARMY											
White	5.82%	9.26%	17.97%	25.91%	17.17%	12.78%	8.01%	2.46%	0.62%	0.00%	100.00%
Black	3.70%	5.49%	13.52%	23.22%	19.27%	17.86%	12.35%	3.43%	1.17%	0.00%	100.00%
Hispanic	6.74%	9.21%	19.28%	28.26%	17.15%	10.32%	6.35%	2.11%	0.56%	0.00%	100.00%
Other	4.15%	6.28%	14.00%	24.98%	20.19%	16.30%	10.44%	2.86%	0.79%	0.00%	100.00%
Total	5.23%	8.02%	16.63%	25.36%	17.94%	14.14%	9.19%	2.72%	0.78%	0.00%	100.00%
NAVY											
White	4.51%	7.84%	14.87%	19.17%	22.30%	18.18%	8.96%	2.82%	1.32%	0.03%	100.00%
Black	5.09%	8.21%	18.75%	20.50%	24.33%	15.83%	5.57%	1.27%	0.44%	0.02%	100.00%
Hispanic	6.39%	10.10%	21.68%	23.31%	22.40%	11.27%	3.69%	0.83%	0.30%	0.03%	100.00%
Other	3.99%	7.62%	18.18%	22.41%	22.36%	15.37%	7.25%	1.82%	0.99%	0.00%	100.00%
Total	4.79%	8.14%	16.73%	20.20%	22.74%	16.67%	7.52%	2.19%	0.99%	0.03%	100.00%
MARINE CORPS											
White	8.76%	13.76%	28.79%	18.60%	13.92%	8.19%	5.42%	1.86%	0.71%	0.00%	100.00%
Black	6.05%	9.54%	23.83%	15.54%	16.49%	13.05%	9.47%	4.11%	1.91%	0.00%	100.00%
Hispanic	7.60%	12.49%	29.87%	20.86%	16.32%	7.49%	3.47%	1.32%	0.60%	0.00%	100.00%
Other	7.82%	14.20%	29.72%	20.45%	15.00%	7.15%	3.78%	1.19%	0.70%	0.00%	100.00%
Total	8.14%	12.96%	28.23%	18.53%	14.69%	8.78%	5.69%	2.10%	0.87%	0.00%	100.00%
AIR FORCE											
White	5.44%	4.31%	18.25%	16.80%	25.42%	15.71%	10.92%	2.02%	1.05%	0.08%	100.00%
Black	4.34%	4.49%	18.12%	17.97%	23.43%	16.22%	12.23%	2.14%	0.97%	0.09%	100.00%
Hispanic	6.61%	4.51%	20.64%	23.76%	25.15%	10.76%	6.71%	1.16%	0.69%	0.00%	100.00%
Other	6.57%	5.78%	19.35%	20.55%	24.99%	11.77%	8.60%	1.57%	0.73%	0.09%	100.00%
Total	5.36%	4.42%	18.42%	17.58%	25.02%	15.34%	10.81%	1.97%	1.00%	0.08%	100.00%
TOTAL DoD											
White	5.78%	8.10%	18.77%	20.50%	20.42%	14.38%	8.73%	2.34%	0.94%	0.03%	100.00%
Black	4.42%	6.38%	16.81%	20.70%	21.22%	16.54%	10.26%	2.65%	1.00%	0.02%	100.00%
Hispanic	6.78%	9.39%	22.20%	24.70%	19.77%	10.14%	5.06%	1.43%	0.51%	0.01%	100.00%
Other	4.80%	7.45%	17.94%	22.84%	21.37%	14.39%	8.27%	2.09%	0.85%	0.01%	100.00%
Total	5.52%	7.81%	18.63%	21.11%	20.59%	14.43%	8.67%	2.30%	0.90%	0.03%	100.00%

Rows or columns may not add to totals due to rounding.

Table B-48. FY 2002 Active Component Officer Corps by Pay Grade, Service, and Gender

a. Number

GENDER	PAY GRADE											TOTAL
	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10	Unknown	
ARMY												
Males	6,740	7,101	18,497	12,320	7,696	3,258	147	98	42	10	5	55,914
Females	1,738	1,819	3,606	2,003	1,120	372	9	2	0	0	0	10,669
Total	8,478	8,920	22,103	14,323	8,816	3,630	156	100	42	10	5	66,583
NAVY												
Males	6,380	6,094	14,138	8,772	6,160	3,112	103	65	29	8	3	44,864
Females	1,292	1,228	2,625	1,594	947	401	6	3	1	0	0	8,097
Total	7,672	7,322	16,763	10,366	7,107	3,513	109	68	30	8	3	52,961
MARINE CORPS												
Males	2,133	2,818	4,821	3,343	1,717	603	38	24	14	4	0	15,515
Females	214	249	278	78	48	19	1	0	0	0	0	887
Total	2,347	3,067	5,099	3,421	1,765	622	39	24	14	4	0	16,402
AIR FORCE												
Males	7,930	6,755	18,078	13,231	9,273	3,371	129	83	37	13	1	58,901
Females	2,219	1,872	4,558	2,365	1,361	399	9	2	1	0	0	12,786
Total	10,149	8,627	22,636	15,596	10,634	3,770	138	85	38	13	1	71,687
TOTAL DoD												
Males	23,183	22,768	55,534	37,666	24,846	10,344	417	270	122	35	9	175,194
Females	5,463	5,168	11,067	6,040	3,476	1,191	25	7	2	0	0	32,439
Total	28,646	27,936	66,601	43,706	28,322	11,535	442	277	124	35	9	207,633

Table B-48 (Continued). FY 2002 Active Component Officer Corps by Pay Grade, Service, and Gender

b. Percent

GENDER	PAY GRADE											TOTAL
	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10	Unknown	
ARMY												
Males	12.05%	12.70%	33.08%	22.03%	13.76%	5.83%	0.26%	0.18%	0.08%	0.02%	0.01%	100.00%
Females	16.29%	17.05%	33.80%	18.77%	10.50%	3.49%	0.08%	0.02%	0.00%	0.00%	0.00%	100.00%
Total	12.73%	13.40%	33.20%	21.51%	13.24%	5.45%	0.23%	0.15%	0.06%	0.02%	0.01%	100.00%
NAVY												
Males	14.22%	13.58%	31.51%	19.55%	13.73%	6.94%	0.23%	0.14%	0.06%	0.02%	0.01%	100.00%
Females	15.96%	15.17%	32.42%	19.69%	11.70%	4.95%	0.07%	0.04%	0.01%	0.00%	0.00%	100.00%
Total	14.49%	13.83%	31.65%	19.57%	13.42%	6.63%	0.21%	0.13%	0.06%	0.02%	0.01%	100.00%
MARINE CORPS												
Males	13.75%	18.16%	31.07%	21.55%	11.07%	3.89%	0.24%	0.15%	0.09%	0.03%	0.00%	100.00%
Females	24.13%	28.07%	31.34%	8.79%	5.41%	2.14%	0.11%	0.00%	0.00%	0.00%	0.00%	100.00%
Total	14.31%	18.70%	31.09%	20.86%	10.76%	3.79%	0.24%	0.15%	0.09%	0.02%	0.00%	100.00%
AIR FORCE												
Males	13.46%	11.47%	30.69%	22.46%	15.74%	5.72%	0.22%	0.14%	0.06%	0.02%	0.00%	100.00%
Females	17.35%	14.64%	35.65%	18.50%	10.64%	3.12%	0.07%	0.02%	0.01%	0.00%	0.00%	100.00%
Total	14.16%	12.03%	31.58%	21.76%	14.83%	5.26%	0.19%	0.12%	0.05%	0.02%	0.00%	100.00%
TOTAL DoD												
Males	13.23%	13.00%	31.70%	21.50%	14.18%	5.90%	0.24%	0.15%	0.07%	0.02%	0.01%	100.00%
Females	16.84%	15.93%	34.12%	18.62%	10.72%	3.67%	0.08%	0.02%	0.01%	0.00%	0.00%	100.00%
Total	13.80%	13.45%	32.08%	21.05%	13.64%	5.56%	0.21%	0.13%	0.06%	0.02%	0.00%	100.00%

Rows may not add to totals due to rounding.

Table B-49. FY 2002 Active Component Officer Corps by Pay Grade, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	PAY GRADE											TOTAL
	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10	Unknown	
ARMY												
White	6,026	6,613	16,759	11,292	7,235	3,113	137	88	39	8	5	51,315
Black	1,148	1,141	2,634	1,804	996	303	13	9	2	1	0	8,051
Hispanic	514	551	1,078	534	254	86	3	3	0	0	0	3,023
Other	790	615	1,632	693	331	128	3	0	1	1	0	4,194
Total	8,478	8,920	22,103	14,323	8,816	3,630	156	100	42	10	5	66,583
NAVY												
White	6,033	5,795	13,444	8,818	6,373	3,236	105	62	30	8	3	43,907
Black	612	620	1,306	688	282	134	3	3	0	0	0	3,648
Hispanic	494	467	943	407	220	68	1	2	0	0	0	2,602
Other	533	440	1,070	453	232	75	0	1	0	0	0	2,804
Total	7,672	7,322	16,763	10,366	7,107	3,513	109	68	30	8	3	52,961
MARINE CORPS												
White	1,919	2,480	4,215	2,989	1,632	569	36	20	14	4	0	13,878
Black	134	211	396	204	68	30	3	3	0	0	0	1,049
Hispanic	173	229	314	125	42	17	0	1	0	0	0	901
Other	121	147	174	103	23	6	0	0	0	0	0	574
Total	2,347	3,067	5,099	3,421	1,765	622	39	24	14	4	0	16,402
AIR FORCE												
White	8,512	7,337	19,457	13,782	9,455	3,420	126	82	36	12	1	62,220
Black	794	661	1,558	929	646	197	8	2	2	1	0	4,798
Hispanic	372	260	639	375	281	70	3	0	0	0	0	2,000
Other	471	369	982	510	252	83	1	1	0	0	0	2,669
Total	10,149	8,627	22,636	15,596	10,634	3,770	138	85	38	13	1	71,687
TOTAL DoD												
White	22,490	22,225	53,875	36,881	24,695	10,338	404	252	119	32	9	171,320
Black	2,688	2,633	5,894	3,625	1,992	664	27	17	4	2	0	17,546
Hispanic	1,553	1,507	2,974	1,441	797	241	7	6	0	0	0	8,526
Other	1,915	1,571	3,858	1,759	838	292	4	2	1	1	0	10,241
Total	28,646	27,936	66,601	43,706	28,322	11,535	442	277	124	35	9	207,633

Table B-49 (Continued). FY 2002 Active Component Officer Corps by Pay Grade, Service, and Race/Ethnicity

b. Percent

RACE/ ETHNICITY	PAY GRADE											TOTAL
	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10	Unknown	
ARMY												
White	11.74%	12.89%	32.66%	22.01%	14.10%	6.07%	0.27%	0.17%	0.08%	0.02%	0.01%	100.00%
Black	14.26%	14.17%	32.72%	22.41%	12.37%	3.76%	0.16%	0.11%	0.02%	0.01%	0.00%	100.00%
Hispanic	17.00%	18.23%	35.66%	17.66%	8.40%	2.84%	0.10%	0.10%	0.00%	0.00%	0.00%	100.00%
Other	18.84%	14.66%	38.91%	16.52%	7.89%	3.05%	0.07%	0.00%	0.02%	0.02%	0.00%	100.00%
Total	12.73%	13.40%	33.20%	21.51%	13.24%	5.45%	0.23%	0.15%	0.06%	0.02%	0.01%	100.00%
NAVY												
White	13.74%	13.20%	30.62%	20.08%	14.51%	7.37%	0.24%	0.14%	0.07%	0.02%	0.01%	100.00%
Black	16.78%	17.00%	35.80%	18.86%	7.73%	3.67%	0.08%	0.08%	0.00%	0.00%	0.00%	100.00%
Hispanic	18.99%	17.95%	36.24%	15.64%	8.46%	2.61%	0.04%	0.08%	0.00%	0.00%	0.00%	100.00%
Other	19.01%	15.69%	38.16%	16.16%	8.27%	2.67%	0.00%	0.04%	0.00%	0.00%	0.00%	100.00%
Total	14.49%	13.83%	31.65%	19.57%	13.42%	6.63%	0.21%	0.13%	0.06%	0.02%	0.01%	100.00%
MARINE CORPS												
White	13.83%	17.87%	30.37%	21.54%	11.76%	4.10%	0.26%	0.14%	0.10%	0.03%	0.00%	100.00%
Black	12.77%	20.11%	37.75%	19.45%	6.48%	2.86%	0.29%	0.29%	0.00%	0.00%	0.00%	100.00%
Hispanic	19.20%	25.42%	34.85%	13.87%	4.66%	1.89%	0.00%	0.11%	0.00%	0.00%	0.00%	100.00%
Other	21.08%	25.61%	30.31%	17.94%	4.01%	1.05%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Total	14.31%	18.70%	31.09%	20.86%	10.76%	3.79%	0.24%	0.15%	0.09%	0.02%	0.00%	100.00%
AIR FORCE												
White	13.68%	11.79%	31.27%	22.15%	15.20%	5.50%	0.20%	0.13%	0.06%	0.02%	0.00%	100.00%
Black	16.55%	13.78%	32.47%	19.36%	13.46%	4.11%	0.17%	0.04%	0.04%	0.02%	0.00%	100.00%
Hispanic	18.60%	13.00%	31.95%	18.75%	14.05%	3.50%	0.15%	0.00%	0.00%	0.00%	0.00%	100.00%
Other	17.65%	13.83%	36.79%	19.11%	9.44%	3.11%	0.04%	0.04%	0.00%	0.00%	0.00%	100.00%
Total	14.16%	12.03%	31.58%	21.76%	14.83%	5.26%	0.19%	0.12%	0.05%	0.02%	0.00%	100.00%
TOTAL DoD												
White	13.13%	12.97%	31.45%	21.53%	14.41%	6.03%	0.24%	0.15%	0.07%	0.02%	0.01%	100.00%
Black	15.32%	15.01%	33.59%	20.66%	11.35%	3.78%	0.15%	0.10%	0.02%	0.01%	0.00%	100.00%
Hispanic	18.21%	17.68%	34.88%	16.90%	9.35%	2.83%	0.08%	0.07%	0.00%	0.00%	0.00%	100.00%
Other	18.70%	15.34%	37.67%	17.18%	8.18%	2.85%	0.04%	0.02%	0.01%	0.01%	0.00%	100.00%
Total	13.80%	13.45%	32.08%	21.05%	13.64%	5.56%	0.21%	0.13%	0.06%	0.02%	0.00%	100.00%

Rows or columns may not add to totals due to rounding.

Appendix C:

Selected Reserve Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps Tables

Appendix data are provided by Defense Manpower Data Center (DMDC). Due to differences in data flow and definitions, values provided here will not always match official figures reported by the Directorate for Information Operations and Reports, other Department of Defense agencies, or the military services.

Table C-1. FY 2002 NPS Selected Reserve Enlisted Accessions by Age Group, Component, and Gender with Civilian Comparison Group

a. Number

GENDER	AGE GROUP									TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	
ARMY NATIONAL GUARD										
Male	15,822	6,752	2,108	1,101	296	42	18	15	98	26,252
Female	4,590	1,495	492	265	74	7	4	3	32	6,962
Total	20,412	8,247	2,600	1,366	370	49	22	18	130	33,214
ARMY RESERVE										
Male	9,389	3,594	1,041	469	27	0	0	0	0	14,520
Female	4,385	1,418	350	201	12	0	0	0	0	6,366
Total	13,774	5,012	1,391	670	39	0	0	0	0	20,886
NAVAL RESERVE										
Male	21	767	1,131	934	744	67	34	15	1	3,714
Female	9	373	448	360	262	18	8	5	0	1,483
Total	30	1,140	1,579	1,294	1,006	85	42	20	1	5,197
MARINE CORPS RESERVE										
Male	3,632	1,534	333	49	0	0	0	0	8	5,556
Female	160	77	20	4	0	0	0	0	0	261
Total	3,792	1,611	353	53	0	0	0	0	8	5,817
AIR NATIONAL GUARD										
Male	2,095	1,239	360	204	14	7	2	0	0	3,921
Female	696	329	144	77	10	1	0	0	0	1,257
Total	2,791	1,568	504	281	24	8	2	0	0	5,178
AIR FORCE RESERVE										
Male	664	647	223	126	20	3	1	0	0	1,684
Female	377	335	126	78	12	3	1	0	0	932
Total	1,041	982	349	204	32	6	2	0	0	2,616
TOTAL DoD										
Male	31,623	14,533	5,196	2,883	1,101	119	55	30	107	55,647
Female	10,217	4,027	1,580	985	370	29	13	8	32	17,261
Total	41,840	18,560	6,776	3,868	1,471	148	68	38	139	72,908
17-35 YR OLD CIVILIANS										
Male	5,947,170	9,106,245	8,191,877	9,160,225	1,923,719	NA	NA	NA	0	34,329,236
Female	5,778,396	9,277,881	8,565,242	9,564,843	1,922,227	NA	NA	NA	0	35,108,589
Total	11,725,565	18,384,126	16,757,119	18,725,068	3,845,946	NA	NA	NA	0	69,437,825

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Table C-1 (Continued). FY 2002 NPS Selected Reserve Enlisted Accessions by Age, Component, and Gender with Civilian Comparison Group**b. Percent**

GENDER	AGE GROUP								Unknown	TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+		
ARMY NATIONAL GUARD										
Male	60.27%	25.72%	8.03%	4.19%	1.13%	0.16%	0.07%	0.06%	0.37%	100.00%
Female	65.93%	21.47%	7.07%	3.81%	1.06%	0.10%	0.06%	0.04%	0.46%	100.00%
Total	61.46%	24.83%	7.83%	4.11%	1.11%	0.15%	0.07%	0.05%	0.39%	100.00%
ARMY RESERVE										
Male	64.66%	24.75%	7.17%	3.23%	0.19%	0.00%	0.00%	0.00%	0.00%	100.00%
Female	68.88%	22.27%	5.50%	3.16%	0.19%	0.00%	0.00%	0.00%	0.00%	100.00%
Total	65.95%	24.00%	6.66%	3.21%	0.19%	0.00%	0.00%	0.00%	0.00%	100.00%
NAVAL RESERVE										
Male	0.57%	20.65%	30.45%	25.15%	20.03%	1.80%	0.92%	0.40%	0.03%	100.00%
Female	0.61%	25.15%	30.21%	24.28%	17.67%	1.21%	0.54%	0.34%	0.00%	100.00%
Total	0.58%	21.94%	30.38%	24.90%	19.36%	1.64%	0.81%	0.38%	0.02%	100.00%
MARINE CORPS RESERVE										
Male	65.37%	27.61%	5.99%	0.88%	0.00%	0.00%	0.00%	0.00%	0.14%	100.00%
Female	61.30%	29.50%	7.66%	1.53%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Total	65.19%	27.69%	6.07%	0.91%	0.00%	0.00%	0.00%	0.00%	0.14%	100.00%
AIR NATIONAL GUARD										
Male	53.43%	31.60%	9.18%	5.20%	0.36%	0.18%	0.05%	0.00%	0.00%	100.00%
Female	55.37%	26.17%	11.46%	6.13%	0.80%	0.08%	0.00%	0.00%	0.00%	100.00%
Total	53.90%	30.28%	9.73%	5.43%	0.46%	0.15%	0.04%	0.00%	0.00%	100.00%
AIR FORCE RESERVE										
Male	39.43%	38.42%	13.24%	7.48%	1.19%	0.18%	0.06%	0.00%	0.00%	100.00%
Female	40.45%	35.94%	13.52%	8.37%	1.29%	0.32%	0.11%	0.00%	0.00%	100.00%
Total	39.79%	37.54%	13.34%	7.80%	1.22%	0.23%	0.08%	0.00%	0.00%	100.00%
TOTAL DoD										
Male	56.83%	26.12%	9.34%	5.18%	1.98%	0.21%	0.10%	0.05%	0.19%	100.00%
Female	59.19%	23.33%	9.15%	5.71%	2.14%	0.17%	0.08%	0.05%	0.19%	100.00%
Total	57.39%	25.46%	9.29%	5.31%	2.02%	0.20%	0.09%	0.05%	0.19%	100.00%
17-35 YR OLD CIVILIANS										
Male	17.32%	26.53%	23.86%	26.68%	5.60%	NA	NA	NA	0.00%	100.00%
Female	16.46%	26.43%	24.40%	27.24%	5.48%	NA	NA	NA	0.00%	100.00%
Total	16.89%	26.48%	24.13%	26.97%	5.54%	NA	NA	NA	0.00%	100.00%

Rows and columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Table C-2. FY 2002 NPS Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

AGE	MILITARY												MARRIED CIVILIANS		
	MARRIED			UNMARRIED			TOTAL DoD			PERCENT MARRIED			17-35 YEARS OLD		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
17	17	8	25	12,124	4,736	16,860	12,141	4,744	16,885	0.14%	0.17%	0.15%	6,658	20,453	27,111
18	45	34	79	11,839	3,460	15,299	11,884	3,494	15,378	0.38%	0.97%	0.51%	19,127	56,892	76,018
19	124	59	183	7,474	1,920	9,394	7,598	1,979	9,577	1.63%	2.98%	1.91%	45,355	141,705	187,059
20	157	97	254	4,792	1,252	6,044	4,949	1,349	6,298	3.17%	7.19%	4.03%	75,220	208,110	283,329
21	225	103	328	3,275	806	4,081	3,500	909	4,409	6.43%	11.33%	7.44%	145,611	307,287	452,898
22	313	122	435	2,279	623	2,902	2,592	745	3,337	12.08%	16.38%	13.04%	210,883	424,817	635,700
23	336	134	470	1,621	468	2,089	1,957	602	2,559	17.17%	22.26%	18.37%	323,369	514,985	838,354
24	391	127	518	1,144	295	1,439	1,535	422	1,957	25.47%	30.09%	26.47%	409,677	660,251	1,069,928
25	411	116	527	923	268	1,191	1,334	384	1,718	30.81%	30.21%	30.68%	519,276	696,536	1,215,812
26	414	125	539	765	227	992	1,179	352	1,531	35.11%	35.51%	35.21%	628,970	815,085	1,444,055
27	366	116	482	646	203	849	1,012	319	1,331	36.17%	36.36%	36.21%	684,990	869,971	1,554,961
28	386	104	490	501	175	676	887	279	1,166	43.52%	37.28%	42.02%	733,126	924,883	1,658,009
29	362	105	467	422	141	563	784	246	1,030	46.17%	42.68%	45.34%	904,772	1,016,862	1,921,634
30	361	97	458	365	121	486	726	218	944	49.72%	44.50%	48.52%	968,386	1,131,667	2,100,053
31	324	100	424	302	123	425	626	223	849	51.76%	44.84%	49.94%	1,083,782	1,222,125	2,305,907
32	303	89	392	286	101	387	589	190	779	51.44%	46.84%	50.32%	1,125,556	1,223,194	2,348,750
33	286	71	357	186	95	281	472	166	638	60.59%	42.77%	55.96%	1,141,610	1,231,398	2,373,008
34	238	86	324	232	102	334	470	188	658	50.64%	45.74%	49.24%	1,168,745	1,233,974	2,402,719
35	213	68	281	220	87	307	433	155	588	49.19%	43.87%	47.79%	1,279,134	1,250,396	2,529,530
36+	367	94	461	505	171	676	872	265	1,137	42.09%	35.47%	40.55%	NA	NA	NA
Unknown	15	1	16	92	31	123	107	32	139	14.02%	3.13%	11.51%	0	0	0
TOTAL	5,654	1,856	7,510	49,993	15,405	65,398	55,647	17,261	72,908	10.16%	10.75%	10.30%	11,474,246	13,950,589	25,424,835

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Table C-2 (Continued). FY 2002 NPS Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

AGE	MILITARY									MARRIED CIVILIANS		
	MARRIED			UNMARRIED			TOTAL DoD			17-35 YEARS OLD		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
17	0.30%	0.43%	0.33%	24.25%	30.74%	25.78%	21.82%	27.48%	23.16%	0.06%	0.15%	0.11%
18	0.80%	1.83%	1.05%	23.68%	22.46%	23.39%	21.36%	20.24%	21.09%	0.17%	0.41%	0.30%
19	2.19%	3.18%	2.44%	14.95%	12.46%	14.36%	13.65%	11.47%	13.14%	0.40%	1.02%	0.74%
20	2.78%	5.23%	3.38%	9.59%	8.13%	9.24%	8.89%	7.82%	8.64%	0.66%	1.49%	1.11%
21	3.98%	5.55%	4.37%	6.55%	5.23%	6.24%	6.29%	5.27%	6.05%	1.27%	2.20%	1.78%
22	5.54%	6.57%	5.79%	4.56%	4.04%	4.44%	4.66%	4.32%	4.58%	1.84%	3.05%	2.50%
23	5.94%	7.22%	6.26%	3.24%	3.04%	3.19%	3.52%	3.49%	3.51%	2.82%	3.69%	3.30%
24	6.92%	6.84%	6.90%	2.29%	1.91%	2.20%	2.76%	2.44%	2.68%	3.57%	4.73%	4.21%
25	7.27%	6.25%	7.02%	1.85%	1.74%	1.82%	2.40%	2.22%	2.36%	4.53%	4.99%	4.78%
26	7.32%	6.73%	7.18%	1.53%	1.47%	1.52%	2.12%	2.04%	2.10%	5.48%	5.84%	5.68%
27	6.47%	6.25%	6.42%	1.29%	1.32%	1.30%	1.82%	1.85%	1.83%	5.97%	6.24%	6.12%
28	6.83%	5.60%	6.52%	1.00%	1.14%	1.03%	1.59%	1.62%	1.60%	6.39%	6.63%	6.52%
29	6.40%	5.66%	6.22%	0.84%	0.92%	0.86%	1.41%	1.43%	1.41%	7.89%	7.29%	7.56%
30	6.38%	5.23%	6.10%	0.73%	0.79%	0.74%	1.30%	1.26%	1.29%	8.44%	8.11%	8.26%
31	5.73%	5.39%	5.65%	0.60%	0.80%	0.65%	1.12%	1.29%	1.16%	9.45%	8.76%	9.07%
32	5.36%	4.80%	5.22%	0.57%	0.66%	0.59%	1.06%	1.10%	1.07%	9.81%	8.77%	9.24%
33	5.06%	3.83%	4.75%	0.37%	0.62%	0.43%	0.85%	0.96%	0.88%	9.95%	8.83%	9.33%
34	4.21%	4.63%	4.31%	0.46%	0.66%	0.51%	0.84%	1.09%	0.90%	10.19%	8.85%	9.45%
35	3.77%	3.66%	3.74%	0.44%	0.56%	0.47%	0.78%	0.90%	0.81%	11.15%	8.96%	9.95%
36+	6.49%	5.06%	6.14%	1.01%	1.11%	1.03%	1.57%	1.54%	1.56%	NA	NA	NA
Unknown	0.27%	0.05%	0.21%	0.18%	0.20%	0.19%	0.19%	0.19%	0.19%	0.00%	0.00%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Table C-3. FY 2002 NPS Selected Reserve Enlisted Accessions by Race/Ethnicity, Component, and Gender with Civilian Comparison Group

GENDER	RACE/ETHNICITY								TOTAL	
	WHITE		BLACK		HISPANIC		OTHER			
	#	%	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD										
Male	20,339	77.48%	3,058	11.65%	1,811	6.90%	1,044	3.98%	26,252	100.00%
Female	4,678	67.19%	1,444	20.74%	557	8.00%	283	4.06%	6,962	100.00%
Total	25,017	75.32%	4,502	13.55%	2,368	7.13%	1,327	4.00%	33,214	100.00%
ARMY RESERVE										
Male	9,434	64.97%	2,461	16.95%	1,800	12.40%	825	5.68%	14,520	100.00%
Female	3,315	52.07%	1,885	29.61%	842	13.23%	324	5.09%	6,366	100.00%
Total	12,749	61.04%	4,346	20.81%	2,642	12.65%	1,149	5.50%	20,886	100.00%
NAVAL RESERVE										
Male	2,536	68.28%	487	13.11%	446	12.01%	245	6.60%	3,714	100.00%
Female	830	55.97%	396	26.70%	157	10.59%	100	6.74%	1,483	100.00%
Total	3,366	64.77%	883	16.99%	603	11.60%	345	6.64%	5,197	100.00%
MARINE CORPS RESERVE										
Male	3,959	71.26%	467	8.41%	738	13.28%	392	7.06%	5,556	100.00%
Female	168	64.37%	36	13.79%	35	13.41%	22	8.43%	261	100.00%
Total	4,127	70.95%	503	8.65%	773	13.29%	414	7.12%	5,817	100.00%
AIR NATIONAL GUARD										
Male	3,140	80.08%	329	8.39%	231	5.89%	221	5.64%	3,921	100.00%
Female	909	72.32%	161	12.81%	86	6.84%	101	8.04%	1,257	100.00%
Total	4,049	78.20%	490	9.46%	317	6.12%	322	6.22%	5,178	100.00%
AIR FORCE RESERVE										
Male	1,155	68.59%	303	17.99%	116	6.89%	110	6.53%	1,684	100.00%
Female	538	57.73%	264	28.33%	72	7.73%	58	6.22%	932	100.00%
Total	1,693	64.72%	567	21.67%	188	7.19%	168	6.42%	2,616	100.00%
TOTAL DoD										
Male	40,563	72.89%	7,105	12.77%	5,142	9.24%	2,837	5.10%	55,647	100.00%
Female	10,438	60.47%	4,186	24.25%	1,749	10.13%	888	5.14%	17,261	100.00%
Total	51,001	69.95%	11,291	15.49%	6,891	9.45%	3,725	5.11%	72,908	100.00%
18-24 YR OLD CIVILIANS										
Male	8,606,704	66.05%	1,721,293	13.21%	2,060,502	15.81%	642,812	4.93%	13,031,311	100.00%
Female	8,437,272	64.23%	1,986,511	15.12%	2,024,303	15.41%	687,950	5.24%	13,136,035	100.00%
Total	17,043,976	65.13%	3,707,803	14.17%	4,084,805	15.61%	1,330,762	5.09%	26,167,346	100.00%

Rows and columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Table C-4. FY 2002 NPS Selected Reserve Enlisted Accessions by Ethnicity and Component

ETHNICITY	COMPONENT												TOTAL DoD	
	ARNG		USAR		USNR		USMCR		ANG		USAFR			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
MEXICAN	262	0.79%	1,120	5.36%	89	1.71%	459	7.89%	101	1.95%	73	2.79%	2,104	2.89%
PUERTO RICAN	867	2.61%	662	3.17%	76	1.46%	70	1.20%	124	2.39%	13	0.50%	1,812	2.49%
CUBAN	9	0.03%	33	0.16%	2	0.04%	10	0.17%	1	0.02%	5	0.19%	60	0.08%
LATIN AMER.	96	0.29%	333	1.59%	174	3.35%	46	0.79%	30	0.58%	17	0.65%	696	0.95%
OTHER HISP.	1,134	3.41%	494	2.37%	262	5.04%	188	3.23%	61	1.18%	80	3.06%	2,219	3.04%
ALEUTIAN	8	0.02%	3	0.01%	1	0.02%	2	0.03%	0	0.00%	0	0.00%	14	0.02%
ESKIMO	76	0.23%	6	0.03%	0	0.00%	0	0.00%	0	0.00%	1	0.04%	83	0.11%
N. AMER. INDIAN	115	0.35%	119	0.57%	37	0.71%	22	0.38%	46	0.89%	23	0.88%	362	0.50%
CHINESE	25	0.08%	107	0.51%	7	0.13%	45	0.77%	6	0.12%	4	0.15%	194	0.27%
JAPANESE	25	0.08%	26	0.12%	4	0.08%	4	0.07%	25	0.48%	0	0.00%	84	0.12%
KOREAN	31	0.09%	151	0.72%	7	0.13%	47	0.81%	17	0.33%	2	0.08%	255	0.35%
INDIAN	12	0.04%	62	0.30%	4	0.08%	7	0.12%	13	0.25%	2	0.08%	100	0.14%
FILIPINO	125	0.38%	193	0.92%	73	1.40%	60	1.03%	52	1.00%	15	0.57%	518	0.71%
VIETNAMESE	21	0.06%	107	0.51%	13	0.25%	33	0.57%	6	0.12%	2	0.08%	182	0.25%
OTHER ASIAN	63	0.19%	104	0.50%	23	0.44%	25	0.43%	21	0.41%	30	1.15%	266	0.36%
MELANESIAN	10	0.03%	1	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	0.02%
MICRONESIAN	30	0.09%	10	0.05%	0	0.00%	0	0.00%	1	0.02%	1	0.04%	42	0.06%
POLYNESIAN	54	0.16%	93	0.45%	2	0.04%	1	0.02%	13	0.25%	0	0.00%	163	0.22%
GUAMANIAN	58	0.17%	1	0.00%	1	0.02%	0	0.00%	12	0.23%	16	0.61%	88	0.12%
OTHER PACIFIC	28	0.08%	29	0.14%	40	0.77%	9	0.15%	16	0.31%	30	1.15%	152	0.21%
OTHER/NONE *	30,165	90.82%	17,228	82.49%	3,327	64.02%	4,677	80.40%	4,607	88.97%	2,184	83.49%	62,188	85.30%
UNKNOWN	0	0.00%	4	0.02%	1,055	20.30%	112	1.93%	26	0.50%	118	4.51%	1,315	1.80%
TOTAL	33,214	100.00%	20,886	100.00%	5,197	100.00%	5,817	100.00%	5,178	100.00%	2,616	100.00%	72,908	100.00%

* "Other/None" includes Whites and Blacks who claim no other ethnic category.

Table C-5. FY 2002 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Gender with Civilian Comparison Group**a. Number**

GENDER	AFQT CATEGORY						TOTAL
	I	II	IIIA	IIIB	IV	Other/Unk.	
ARMY NATIONAL GUARD							
Male	1,506	8,536	5,791	9,486	489	444	26,252
Female	233	1,933	1,648	2,982	54	112	6,962
Total	1,739	10,469	7,439	12,468	543	556	33,214
ARMY RESERVE							
Male	728	4,081	2,687	3,005	77	3,942	14,520
Female	170	1,507	1,344	1,530	22	1,793	6,366
Total	898	5,588	4,031	4,535	99	5,735	20,886
NAVAL RESERVE							
Male	4	75	57	78	13	3,487	3,714
Female	2	19	22	37	0	1,403	1,483
Total	6	94	79	115	13	4,890	5,197
MARINE CORPS RESERVE							
Male	471	2,414	1,339	1,134	16	182	5,556
Female	18	121	73	38	0	11	261
Total	489	2,535	1,412	1,172	16	193	5,817
AIR NATIONAL GUARD							
Male	119	596	264	202	4	2,736	3,921
Female	12	170	115	80	1	879	1,257
Total	131	766	379	282	5	3,615	5,178
AIR FORCE RESERVE							
Male	13	66	30	45	1	1,529	1,684
Female	1	37	21	22	0	851	932
Total	14	103	51	67	1	2,380	2,616
TOTAL DoD							
Male	2,841	15,768	10,168	13,950	600	12,320	55,647
Female	436	3,787	3,223	4,689	77	5,049	17,261
Total	3,277	19,555	13,391	18,639	677	17,369	72,908
1980, 18-23 YR OLD CIVILIANS							
Male	1,286,646	3,785,416	1,853,499	2,056,399	2,628,481	1,280,715	12,891,156
Female	731,527	3,370,373	2,032,982	2,589,632	2,716,012	1,077,339	12,517,865
Total	2,018,173	7,155,789	3,886,481	4,646,031	5,344,493	2,358,054	25,409,021

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Table C-5 (Continued). FY 2002 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Gender with Civilian Comparison Group

b. Percent

	AFQT CATEGORY						
GENDER	I	II	IIIA	IIIB	IV	Other/Unk.	TOTAL
ARMY NATIONAL GUARD							
Male	5.74%	32.52%	22.06%	36.13%	1.86%	1.69%	100.00%
Female	3.35%	27.77%	23.67%	42.83%	0.78%	1.61%	100.00%
Total	5.24%	31.52%	22.40%	37.54%	1.63%	1.67%	100.00%
ARMY RESERVE							
Male	5.01%	28.11%	18.51%	20.70%	0.53%	27.15%	100.00%
Female	2.67%	23.67%	21.11%	24.03%	0.35%	28.17%	100.00%
Total	4.30%	26.75%	19.30%	21.71%	0.47%	27.46%	100.00%
NAVAL RESERVE							
Male	0.11%	2.02%	1.53%	2.10%	0.35%	93.89%	100.00%
Female	0.13%	1.28%	1.48%	2.49%	0.00%	94.61%	100.00%
Total	0.12%	1.81%	1.52%	2.21%	0.25%	94.09%	100.00%
MARINE CORPS RESERVE							
Male	8.48%	43.45%	24.10%	20.41%	0.29%	3.28%	100.00%
Female	6.90%	46.36%	27.97%	14.56%	0.00%	4.21%	100.00%
Total	8.41%	43.58%	24.27%	20.15%	0.28%	3.32%	100.00%
AIR NATIONAL GUARD							
Male	3.03%	15.20%	6.73%	5.15%	0.10%	69.78%	100.00%
Female	0.95%	13.52%	9.15%	6.36%	0.08%	69.93%	100.00%
Total	2.53%	14.79%	7.32%	5.45%	0.10%	69.81%	100.00%
AIR FORCE RESERVE							
Male	0.77%	3.92%	1.78%	2.67%	0.06%	90.80%	100.00%
Female	0.11%	3.97%	2.25%	2.36%	0.00%	91.31%	100.00%
Total	0.54%	3.94%	1.95%	2.56%	0.04%	90.98%	100.00%
TOTAL DoD							
Male	5.11%	28.34%	18.27%	25.07%	1.08%	22.14%	100.00%
Female	2.53%	21.94%	18.67%	27.17%	0.45%	29.25%	100.00%
Total	4.49%	26.82%	18.37%	25.57%	0.93%	23.82%	100.00%
1980, 18-23 YR OLD CIVILIANS							
Male	9.98%	29.36%	14.38%	15.95%	20.39%	9.93%	100.00%
Female	5.84%	26.92%	16.24%	20.69%	21.70%	8.61%	100.00%
Total	7.94%	28.16%	15.30%	18.28%	21.03%	9.28%	100.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Table C-6. FY 2002 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Race/Ethnicity

a. Number

RACE/ETHNICITY	AFQT CATEGORY						TOTAL
	I	II	IIIA	IIIB	IV	Other/Unk.	
ARMY NATIONAL GUARD							
White	1,589	9,084	5,814	7,969	290	271	25,017
Black	47	678	965	2,616	99	97	4,502
Hispanic	26	337	409	1,379	122	95	2,368
Other	77	370	251	504	32	93	1,327
TOTAL	1,739	10,469	7,439	12,468	543	556	33,214
ARMY RESERVE							
White	728	3,979	2,355	2,159	40	3,488	12,749
Black	41	799	944	1,290	22	1,250	4,346
Hispanic	39	491	555	851	16	690	2,642
Other	90	319	177	235	21	307	1,149
TOTAL	898	5,588	4,031	4,535	99	5,735	20,886
NAVAL RESERVE							
White	5	75	44	39	3	3,200	3,366
Black	0	12	19	51	6	795	883
Hispanic	0	4	10	17	2	570	603
Other	1	3	6	8	2	325	345
TOTAL	6	94	79	115	13	4,890	5,197
MARINE CORPS RESERVE							
White	407	1,961	946	657	11	145	4,127
Black	15	156	144	158	5	25	503
Hispanic	21	239	224	274	0	15	773
Other	46	179	98	83	0	8	414
TOTAL	489	2,535	1,412	1,172	16	193	5,817
AIR NATIONAL GUARD							
White	116	629	272	178	4	2,850	4,049
Black	1	51	42	42	0	354	490
Hispanic	8	30	31	36	0	212	317
Other	6	56	34	26	1	199	322
TOTAL	131	766	379	282	5	3,615	5,178
AIR FORCE RESERVE							
White	12	60	23	22	1	1,575	1,693
Black	1	9	13	20	0	524	567
Hispanic	1	7	5	3	0	172	188
Other	0	27	10	22	0	109	168
TOTAL	14	103	51	67	1	2,380	2,616
TOTAL DoD							
White	2,857	15,788	9,454	11,024	349	11,529	51,001
Black	105	1,705	2,127	4,177	132	3,045	11,291
Hispanic	95	1,108	1,234	2,560	140	1,754	6,891
Other	220	954	576	878	56	1,041	3,725
TOTAL	3,277	19,555	13,391	18,639	677	17,369	72,908

Table C-6 (Continued). FY 2002 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Race/Ethnicity

b. Percent

RACE/ETHNICITY	AFQT CATEGORY						TOTAL
	I	II	IIIA	IIIB	IV	Other/Unk.	
ARMY NATIONAL GUARD							
White	6.35%	36.31%	23.24%	31.85%	1.16%	1.08%	100.00%
Black	1.04%	15.06%	21.43%	58.11%	2.20%	2.15%	100.00%
Hispanic	1.10%	14.23%	17.27%	58.23%	5.15%	4.01%	100.00%
Other	5.80%	27.88%	18.91%	37.98%	2.41%	7.01%	100.00%
TOTAL	5.24%	31.52%	22.40%	37.54%	1.63%	1.67%	100.00%
ARMY RESERVE							
White	5.71%	31.21%	18.47%	16.93%	0.31%	27.36%	100.00%
Black	0.94%	18.38%	21.72%	29.68%	0.51%	28.76%	100.00%
Hispanic	1.48%	18.58%	21.01%	32.21%	0.61%	26.12%	100.00%
Other	7.83%	27.76%	15.40%	20.45%	1.83%	26.72%	100.00%
TOTAL	4.30%	26.75%	19.30%	21.71%	0.47%	27.46%	100.00%
NAVAL RESERVE							
White	0.15%	2.23%	1.31%	1.16%	0.09%	95.07%	100.00%
Black	0.00%	1.36%	2.15%	5.78%	0.68%	90.03%	100.00%
Hispanic	0.00%	0.66%	1.66%	2.82%	0.33%	94.53%	100.00%
Other	0.29%	0.87%	1.74%	2.32%	0.58%	94.20%	100.00%
TOTAL	0.12%	1.81%	1.52%	2.21%	0.25%	94.09%	100.00%
MARINE CORPS RESERVE							
White	9.86%	47.52%	22.92%	15.92%	0.27%	3.51%	100.00%
Black	2.98%	31.01%	28.63%	31.41%	0.99%	4.97%	100.00%
Hispanic	2.72%	30.92%	28.98%	35.45%	0.00%	1.94%	100.00%
Other	11.11%	43.24%	23.67%	20.05%	0.00%	1.93%	100.00%
TOTAL	8.41%	43.58%	24.27%	20.15%	0.28%	3.32%	100.00%
AIR NATIONAL GUARD							
White	2.86%	15.53%	6.72%	4.40%	0.10%	70.39%	100.00%
Black	0.20%	10.41%	8.57%	8.57%	0.00%	72.24%	100.00%
Hispanic	2.52%	9.46%	9.78%	11.36%	0.00%	66.88%	100.00%
Other	1.86%	17.39%	10.56%	8.07%	0.31%	61.80%	100.00%
TOTAL	2.53%	14.79%	7.32%	5.45%	0.10%	69.81%	100.00%
AIR FORCE RESERVE							
White	0.71%	3.54%	1.36%	1.30%	0.06%	93.03%	100.00%
Black	0.18%	1.59%	2.29%	3.53%	0.00%	92.42%	100.00%
Hispanic	0.53%	3.72%	2.66%	1.60%	0.00%	91.49%	100.00%
Other	0.00%	16.07%	5.95%	13.10%	0.00%	64.88%	100.00%
TOTAL	0.54%	3.94%	1.95%	2.56%	0.04%	90.98%	100.00%
TOTAL DoD							
White	5.60%	30.96%	18.54%	21.62%	0.68%	22.61%	100.00%
Black	0.93%	15.10%	18.84%	36.99%	1.17%	26.97%	100.00%
Hispanic	1.38%	16.08%	17.91%	37.15%	2.03%	25.45%	100.00%
Other	5.91%	25.61%	15.46%	23.57%	1.50%	27.95%	100.00%
TOTAL	4.49%	26.82%	18.37%	25.57%	0.93%	23.82%	100.00%

Rows may not add to totals due to rounding.

Table C-7. FY 2002 NPS Selected Reserve Enlisted Accessions by Education, Component, and Gender with Civilian Comparison Group

GENDER	EDUCATIONAL TIER							
	TIER 1*		TIER 2		TIER 3		TOTAL	
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
Male	19,023	72.46%	3,284	12.51%	3,945	15.03%	26,252	100.00%
Female	5,396	77.51%	569	8.17%	997	14.32%	6,962	100.00%
Total	24,419	73.52%	3,853	11.60%	4,942	14.88%	33,214	100.00%
ARMY RESERVE								
Male	14,190	97.73%	208	1.43%	122	0.84%	14,520	100.00%
Female	6,227	97.82%	82	1.29%	57	0.90%	6,366	100.00%
Total	20,417	97.75%	290	1.39%	179	0.86%	20,886	100.00%
NAVAL RESERVE								
Male	3,588	96.61%	25	0.67%	101	2.72%	3,714	100.00%
Female	1,463	98.65%	6	0.40%	14	0.94%	1,483	100.00%
Total	5,051	97.19%	31	0.60%	115	2.21%	5,197	100.00%
MARINE CORPS RESERVE								
Male	5,419	97.53%	136	2.45%	1	0.02%	5,556	100.00%
Female	254	97.32%	7	2.68%	0	0.00%	261	100.00%
Total	5,673	97.52%	143	2.46%	1	0.02%	5,817	100.00%
AIR NATIONAL GUARD								
Male	3,205	81.74%	703	17.93%	13	0.33%	3,921	100.00%
Female	1,023	81.38%	230	18.30%	4	0.32%	1,257	100.00%
Total	4,228	81.65%	933	18.02%	17	0.33%	5,178	100.00%
AIR FORCE RESERVE								
Male	1,634	97.03%	48	2.85%	2	0.12%	1,684	100.00%
Female	899	96.46%	32	3.43%	1	0.11%	932	100.00%
Total	2,533	96.83%	80	3.06%	3	0.11%	2,616	100.00%
TOTAL DoD								
Male	47,059	84.57%	4,404	7.91%	4,184	7.52%	55,647	100.00%
Female	15,262	88.42%	926	5.36%	1,073	6.22%	17,261	100.00%
Total	62,321	85.48%	5,330	7.31%	5,257	7.21%	72,908	100.00%
18-24 YR OLD CIVILIANS								
Male	9,996,011	76.71%	**	**	3,035,299	23.29%	13,031,311	100.00%
Female	10,769,571	81.98%	**	**	2,366,464	18.02%	13,136,035	100.00%
Total	20,765,583	79.36%	**	**	5,401,763	20.64%	26,167,346	100.00%

* Includes accessions currently attending high school. The following numbers of accessions are included in this category: ARNG-8,046; USAR-3,226; USNR-2; USMCR-49; USAFR-209.

** Civilian numbers and percentages combine Tier 1 and Tier 2.

Rows and columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Table C-8. FY 2002 NPS Selected Reserve Enlisted Accessions by Education, Component, and Race/Ethnicity

RACE/ETHNICITY	EDUCATIONAL TIER						TOTAL	
	TIER 1*		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
White	18,069	72.23%	2,992	11.96%	3,956	15.81%	25,017	100.00%
Black	3,455	76.74%	495	11.00%	552	12.26%	4,502	100.00%
Hispanic	1,850	78.13%	258	10.90%	260	10.98%	2,368	100.00%
Other	1,045	78.75%	108	8.14%	174	13.11%	1,327	100.00%
TOTAL	24,419	73.52%	3,853	11.60%	4,942	14.88%	33,214	100.00%
ARMY RESERVE								
White	12,418	97.40%	209	1.64%	122	0.96%	12,749	100.00%
Black	4,271	98.27%	43	0.99%	32	0.74%	4,346	100.00%
Hispanic	2,598	98.33%	32	1.21%	12	0.45%	2,642	100.00%
Other	1,130	98.35%	6	0.52%	13	1.13%	1,149	100.00%
TOTAL	20,417	97.75%	290	1.39%	179	0.86%	20,886	100.00%
NAVAL RESERVE								
White	3,259	96.82%	25	0.74%	82	2.44%	3,366	100.00%
Black	867	98.19%	2	0.23%	14	1.59%	883	100.00%
Hispanic	588	97.51%	3	0.50%	12	1.99%	603	100.00%
Other	337	97.68%	1	0.29%	7	2.03%	345	100.00%
TOTAL	5,051	97.19%	31	0.60%	115	2.21%	5,197	100.00%
MARINE CORPS RESERVE								
White	4,025	97.53%	101	2.45%	1	0.02%	4,127	100.00%
Black	496	98.61%	7	1.39%	0	0.00%	503	100.00%
Hispanic	747	96.64%	26	3.36%	0	0.00%	773	100.00%
Other	405	97.83%	9	2.17%	0	0.00%	414	100.00%
TOTAL	5,673	97.52%	143	2.46%	1	0.02%	5,817	100.00%
AIR NATIONAL GUARD								
White	3,216	79.43%	818	20.20%	15	0.37%	4,049	100.00%
Black	448	91.43%	42	8.57%	0	0.00%	490	100.00%
Hispanic	279	88.01%	37	11.67%	1	0.32%	317	100.00%
Other	285	88.51%	36	11.18%	1	0.31%	322	100.00%
TOTAL	4,228	81.65%	933	18.02%	17	0.33%	5,178	100.00%
AIR FORCE RESERVE								
White	1,633	96.46%	59	3.48%	1	0.06%	1,693	100.00%
Black	558	98.41%	8	1.41%	1	0.18%	567	100.00%
Hispanic	180	95.74%	7	3.72%	1	0.53%	188	100.00%
Other	162	96.43%	6	3.57%	0	0.00%	168	100.00%
TOTAL	2,533	96.83%	80	3.06%	3	0.11%	2,616	100.00%
TOTAL DoD								
White	42,620	83.57%	4,204	8.24%	4,177	8.19%	51,001	100.00%
Black	10,095	89.41%	597	5.29%	599	5.31%	11,291	100.00%
Hispanic	6,242	90.58%	363	5.27%	286	4.15%	6,891	100.00%
Other	3,364	90.31%	166	4.46%	195	5.23%	3,725	100.00%
TOTAL	62,321	85.48%	5,330	7.31%	5,257	7.21%	72,908	100.00%

* Includes accessions currently attending high school. The following numbers of accessions are included in this category: ARNG-8,046; USAR-3,226; USNR-2; USMCR-49; USAFR-209.

Table C-9. FY 2002 Prior Service Selected Reserve Enlisted Accessions by Age Group, Component, and Gender with Civilian Comparison Group

a. Number

GENDER	AGE GROUP									TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	
ARMY NATIONAL GUARD										
Male	334	7,001	6,941	6,036	3,972	2,025	791	378	57	27,535
Female	98	1,019	834	565	327	211	66	14	6	3,140
Total	432	8,020	7,775	6,601	4,299	2,236	857	392	63	30,675
ARMY RESERVE										
Male	482	4,378	4,439	2,982	1,897	1,106	467	335	706	16,792
Female	300	1,627	1,246	759	398	261	104	61	134	4,890
Total	782	6,005	5,685	3,741	2,295	1,367	571	396	840	21,682
NAVAL RESERVE										
Male	426	2,126	3,331	3,032	1,928	929	305	133	1	12,211
Female	198	534	633	449	342	181	55	36	0	2,428
Total	624	2,660	3,964	3,481	2,270	1,110	360	169	1	14,639
MARINE CORPS RESERVE										
Male	50	1,287	1,419	546	165	66	17	7	0	3,557
Female	3	87	96	20	18	5	0	1	0	230
Total	53	1,374	1,515	566	183	71	17	8	0	3,787
AIR NATIONAL GUARD										
Male	55	729	1,079	982	695	352	131	109	0	4,132
Female	18	220	237	151	105	78	29	9	0	847
Total	73	949	1,316	1,133	800	430	160	118	0	4,979
AIR FORCE RESERVE										
Male	26	570	997	869	682	419	180	88	1	3,832
Female	13	277	331	231	157	95	36	16	0	1,156
Total	39	847	1,328	1,100	839	514	216	104	1	4,988
TOTAL DoD										
Male	1,373	16,091	18,206	14,447	9,339	4,897	1,891	1,050	765	68,059
Female	630	3,764	3,377	2,175	1,347	831	290	137	140	12,691
Total	2,003	19,855	21,583	16,622	10,686	5,728	2,181	1,187	905	80,750
CIVILIAN LABOR FORCE, 20-39 YRS OLD										
Male	0	7,368,245	7,495,210	8,544,308	9,337,552	NA	NA	NA	0	32,745,315
Female	0	6,736,527	6,521,045	7,172,440	7,868,237	NA	NA	NA	0	28,298,249
Total	0	14,104,771	14,016,256	15,716,748	17,205,789	NA	NA	NA	0	61,043,564

Columns may not add to totals due to rounding

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Table C-9 (Continued). FY 2002 Prior Service Selected Reserve Enlisted Accessions by Age Group, Component, and Gender with Civilian Comparison Group

b. Percent

GENDER	AGE GROUP								TOTAL	
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+		Unknown
ARMY NATIONAL GUARD										
Male	1.21%	25.43%	25.21%	21.92%	14.43%	7.35%	2.87%	1.37%	0.21%	100.00%
Female	3.12%	32.45%	26.56%	17.99%	10.41%	6.72%	2.10%	0.45%	0.19%	100.00%
Total	1.41%	26.15%	25.35%	21.52%	14.01%	7.29%	2.79%	1.28%	0.21%	100.00%
ARMY RESERVE										
Male	2.87%	26.07%	26.44%	17.76%	11.30%	6.59%	2.78%	1.99%	4.20%	100.00%
Female	6.13%	33.27%	25.48%	15.52%	8.14%	5.34%	2.13%	1.25%	2.74%	100.00%
Total	3.61%	27.70%	26.22%	17.25%	10.58%	6.30%	2.63%	1.83%	3.87%	100.00%
NAVAL RESERVE										
Male	3.49%	17.41%	27.28%	24.83%	15.79%	7.61%	2.50%	1.09%	0.01%	100.00%
Female	8.15%	21.99%	26.07%	18.49%	14.09%	7.45%	2.27%	1.48%	0.00%	100.00%
Total	4.26%	18.17%	27.08%	23.78%	15.51%	7.58%	2.46%	1.15%	0.01%	100.00%
MARINE CORPS RESERVE										
Male	1.41%	36.18%	39.89%	15.35%	4.64%	1.86%	0.48%	0.20%	0.00%	100.00%
Female	1.30%	37.83%	41.74%	8.70%	7.83%	2.17%	0.00%	0.43%	0.00%	100.00%
Total	1.40%	36.28%	40.01%	14.95%	4.83%	1.87%	0.45%	0.21%	0.00%	100.00%
AIR NATIONAL GUARD										
Male	1.33%	17.64%	26.11%	23.77%	16.82%	8.52%	3.17%	2.64%	0.00%	100.00%
Female	2.13%	25.97%	27.98%	17.83%	12.40%	9.21%	3.42%	1.06%	0.00%	100.00%
Total	1.47%	19.06%	26.43%	22.76%	16.07%	8.64%	3.21%	2.37%	0.00%	100.00%
AIR FORCE RESERVE										
Male	0.68%	14.87%	26.02%	22.68%	17.80%	10.93%	4.70%	2.30%	0.03%	100.00%
Female	1.12%	23.96%	28.63%	19.98%	13.58%	8.22%	3.11%	1.38%	0.00%	100.00%
Total	0.78%	16.98%	26.62%	22.05%	16.82%	10.30%	4.33%	2.09%	0.02%	100.00%
TOTAL DoD										
Male	2.02%	23.64%	26.75%	21.23%	13.72%	7.20%	2.78%	1.54%	1.12%	100.00%
Female	4.96%	29.66%	26.61%	17.14%	10.61%	6.55%	2.29%	1.08%	1.10%	100.00%
Total	2.48%	24.59%	26.73%	20.58%	13.23%	7.09%	2.70%	1.47%	1.12%	100.00%
CIVILIAN LABOR FORCE, 20-39 YRS OLD										
Male	0.00%	22.50%	22.89%	26.09%	28.52%	NA	NA	NA	0.00%	100.00%
Female	0.00%	23.81%	23.04%	25.35%	27.80%	NA	NA	NA	0.00%	100.00%
Total	0.00%	23.11%	22.96%	25.75%	28.19%	NA	NA	NA	0.00%	100.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Table C-10. FY 2002 Prior Service Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

AGE	MILITARY												20-39 YEAR OLD MARRIED CIVILIANS IN LABOR FORCE		
	MARRIED			UNMARRIED			TOTAL DoD			PERCENT MARRIED			Males	Females	Total
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total			
17	1	0	1	194	81	275	195	81	276	0.51%	0.00%	0.36%	NA	NA	NA
18	10	9	19	508	224	732	518	233	751	1.93%	3.86%	2.53%	NA	NA	NA
19	25	43	68	635	273	908	660	316	976	3.79%	13.61%	6.97%	NA	NA	NA
20	56	87	143	1,008	348	1,356	1,064	435	1,499	5.26%	20.00%	9.54%	70,378	116,750	187,128
21	208	152	360	2,121	441	2,562	2,329	593	2,922	8.93%	25.63%	12.32%	132,085	184,502	316,587
22	717	264	981	3,393	602	3,995	4,110	866	4,976	17.45%	30.48%	19.71%	195,497	257,647	453,144
23	960	313	1,273	3,325	654	3,979	4,285	967	5,252	22.40%	32.37%	24.24%	300,902	343,472	644,374
24	1,190	300	1,490	3,113	603	3,716	4,303	903	5,206	27.66%	33.22%	28.62%	385,013	450,109	835,122
25	1,311	315	1,626	2,735	538	3,273	4,046	853	4,899	32.40%	36.93%	33.19%	486,453	482,551	969,004
26	1,474	293	1,767	2,370	440	2,810	3,844	733	4,577	38.35%	39.97%	38.61%	593,265	563,430	1,156,695
27	1,635	315	1,950	1,919	379	2,298	3,554	694	4,248	46.00%	45.39%	45.90%	656,266	615,808	1,272,074
28	1,699	256	1,955	1,746	305	2,051	3,445	561	4,006	49.32%	45.63%	48.80%	703,367	643,205	1,346,573
29	1,738	241	1,979	1,579	295	1,874	3,317	536	3,853	52.40%	44.96%	51.36%	864,406	702,682	1,567,088
30	1,807	231	2,038	1,423	261	1,684	3,230	492	3,722	55.94%	46.95%	54.76%	920,373	808,182	1,728,555
31	1,838	220	2,058	1,427	299	1,726	3,265	519	3,784	56.29%	42.39%	54.39%	1,038,149	843,138	1,881,286
32	1,718	203	1,921	1,149	241	1,390	2,867	444	3,311	59.92%	45.72%	58.02%	1,070,888	862,108	1,932,996
33	1,585	185	1,770	1,126	224	1,350	2,711	409	3,120	58.47%	45.23%	56.73%	1,094,995	868,177	1,963,172
34	1,457	152	1,609	917	159	1,076	2,374	311	2,685	61.37%	48.87%	59.93%	1,128,749	855,135	1,983,885
35	1,350	147	1,497	849	164	1,013	2,199	311	2,510	61.39%	47.27%	59.64%	1,233,064	877,766	2,110,831
36	1,287	142	1,429	708	150	858	1,995	292	2,287	64.51%	48.63%	62.48%	1,239,774	974,440	2,214,214
37	1,237	112	1,349	638	130	768	1,875	242	2,117	65.97%	46.28%	63.72%	1,313,031	1,028,560	2,341,591
38	1,100	121	1,221	619	122	741	1,719	243	1,962	63.99%	49.79%	62.23%	1,348,335	1,053,725	2,402,060
39	970	118	1,088	581	141	722	1,551	259	1,810	62.54%	45.56%	60.11%	1,379,636	1,083,633	2,463,269
40	770	107	877	485	143	628	1,255	250	1,505	61.35%	42.80%	58.27%	NA	NA	NA
41	706	97	803	460	107	567	1,166	204	1,370	60.55%	47.55%	58.61%	NA	NA	NA
42	631	72	703	372	84	456	1,003	156	1,159	62.91%	46.15%	60.66%	NA	NA	NA
43	473	59	532	282	69	351	755	128	883	62.65%	46.09%	60.25%	NA	NA	NA
44	477	37	514	241	56	297	718	93	811	66.43%	39.78%	63.38%	NA	NA	NA
45+	1,971	175	2,146	970	252	1,222	2,941	427	3,368	67.02%	40.98%	63.72%	NA	NA	NA
Unknown	104	11	115	661	129	790	765	140	905	13.59%	7.86%	12.71%	0	0	0
TOTAL	30,505	4,777	35,282	37,554	7,914	45,468	68,059	12,691	80,750	44.82%	37.64%	43.69%	16,154,625	13,615,022	29,769,647

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

b. Percent

AGE	MILITARY									20-39 YEAR OLD MARRIED		
	MARRIED			UNMARRIED			TOTAL DoD			CIVILIANS IN LABOR FORCE		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
17	0.00%	0.00%	0.00%	0.52%	1.02%	0.60%	0.29%	0.64%	0.34%	NA	NA	NA
18	0.03%	0.19%	0.05%	1.35%	2.83%	1.61%	0.76%	1.84%	0.93%	NA	NA	NA
19	0.08%	0.90%	0.19%	1.69%	3.45%	2.00%	0.97%	2.49%	1.21%	NA	NA	NA
20	0.18%	1.82%	0.41%	2.68%	4.40%	2.98%	1.56%	3.43%	1.86%	0.44%	0.86%	0.63%
21	0.68%	3.18%	1.02%	5.65%	5.57%	5.63%	3.42%	4.67%	3.62%	0.82%	1.36%	1.06%
22	2.35%	5.53%	2.78%	9.03%	7.61%	8.79%	6.04%	6.82%	6.16%	1.21%	1.89%	1.52%
23	3.15%	6.55%	3.61%	8.85%	8.26%	8.75%	6.30%	7.62%	6.50%	1.86%	2.52%	2.16%
24	3.90%	6.28%	4.22%	8.29%	7.62%	8.17%	6.32%	7.12%	6.45%	2.38%	3.31%	2.81%
25	4.30%	6.59%	4.61%	7.28%	6.80%	7.20%	5.94%	6.72%	6.07%	3.01%	3.54%	3.26%
26	4.83%	6.13%	5.01%	6.31%	5.56%	6.18%	5.65%	5.78%	5.67%	3.67%	4.14%	3.89%
27	5.36%	6.59%	5.53%	5.11%	4.79%	5.05%	5.22%	5.47%	5.26%	4.06%	4.52%	4.27%
28	5.57%	5.36%	5.54%	4.65%	3.85%	4.51%	5.06%	4.42%	4.96%	4.35%	4.72%	4.52%
29	5.70%	5.05%	5.61%	4.20%	3.73%	4.12%	4.87%	4.22%	4.77%	5.35%	5.16%	5.26%
30	5.92%	4.84%	5.78%	3.79%	3.30%	3.70%	4.75%	3.88%	4.61%	5.70%	5.94%	5.81%
31	6.03%	4.61%	5.83%	3.80%	3.78%	3.80%	4.80%	4.09%	4.69%	6.43%	6.19%	6.32%
32	5.63%	4.25%	5.44%	3.06%	3.05%	3.06%	4.21%	3.50%	4.10%	6.63%	6.33%	6.49%
33	5.20%	3.87%	5.02%	3.00%	2.83%	2.97%	3.98%	3.22%	3.86%	6.78%	6.38%	6.59%
34	4.78%	3.18%	4.56%	2.44%	2.01%	2.37%	3.49%	2.45%	3.33%	6.99%	6.28%	6.66%
35	4.43%	3.08%	4.24%	2.26%	2.07%	2.23%	3.23%	2.45%	3.11%	7.63%	6.45%	7.09%
36	4.22%	2.97%	4.05%	1.89%	1.90%	1.89%	2.93%	2.30%	2.83%	7.67%	7.16%	7.44%
37	4.06%	2.34%	3.82%	1.70%	1.64%	1.69%	2.75%	1.91%	2.62%	8.13%	7.55%	7.87%
38	3.61%	2.53%	3.46%	1.65%	1.54%	1.63%	2.53%	1.91%	2.43%	8.35%	7.74%	8.07%
39	3.18%	2.47%	3.08%	1.55%	1.78%	1.59%	2.28%	2.04%	2.24%	8.54%	7.96%	8.27%
40	2.52%	2.24%	2.49%	1.29%	1.81%	1.38%	1.84%	1.97%	1.86%	NA	NA	NA
41	2.31%	2.03%	2.28%	1.22%	1.35%	1.25%	1.71%	1.61%	1.70%	NA	NA	NA
42	2.07%	1.51%	1.99%	0.99%	1.06%	1.00%	1.47%	1.23%	1.44%	NA	NA	NA
43	1.55%	1.24%	1.51%	0.75%	0.87%	0.77%	1.11%	1.01%	1.09%	NA	NA	NA
44	1.56%	0.77%	1.46%	0.64%	0.71%	0.65%	1.05%	0.73%	1.00%	NA	NA	NA
45+	6.46%	3.66%	6.08%	2.58%	3.18%	2.69%	4.32%	3.36%	4.17%	NA	NA	NA
Unknown	0.34%	0.23%	0.33%	1.76%	1.63%	1.74%	1.12%	1.10%	1.12%	0.00%	0.00%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Table C-11. FY 2002 Prior Service Selected Reserve Enlisted Accessions by Race/Ethnicity, Component, and Gender with Civilian Comparison Group

GENDER	RACE/ETHNICITY								TOTAL	
	WHITE		BLACK		HISPANIC		OTHER			
	#	%	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD										
Male	19,918	72.34%	4,145	15.05%	2,020	7.34%	1,452	5.27%	27,535	100.00%
Female	1,723	54.87%	1,029	32.77%	192	6.11%	196	6.24%	3,140	100.00%
Total	21,641	70.55%	5,174	16.87%	2,212	7.21%	1,648	5.37%	30,675	100.00%
ARMY RESERVE										
Male	9,823	58.50%	3,779	22.50%	1,508	8.98%	1,682	10.02%	16,792	100.00%
Female	1,967	40.22%	2,086	42.66%	415	8.49%	422	8.63%	4,890	100.00%
Total	11,790	54.38%	5,865	27.05%	1,923	8.87%	2,104	9.70%	21,682	100.00%
NAVAL RESERVE										
Male	8,606	70.48%	1,818	14.89%	1,086	8.89%	701	5.74%	12,211	100.00%
Female	1,418	58.40%	646	26.61%	213	8.77%	151	6.22%	2,428	100.00%
Total	10,024	68.47%	2,464	16.83%	1,299	8.87%	852	5.82%	14,639	100.00%
MARINE CORPS RESERVE										
Male	2,295	64.52%	423	11.89%	643	18.08%	196	5.51%	3,557	100.00%
Female	120	52.17%	48	20.87%	44	19.13%	18	7.83%	230	100.00%
Total	2,415	63.77%	471	12.44%	687	18.14%	214	5.65%	3,787	100.00%
AIR NATIONAL GUARD										
Male	3,228	78.12%	401	9.70%	307	7.43%	196	4.74%	4,132	100.00%
Female	592	69.89%	170	20.07%	45	5.31%	40	4.72%	847	100.00%
Total	3,820	76.72%	571	11.47%	352	7.07%	236	4.74%	4,979	100.00%
AIR FORCE RESERVE										
Male	2,827	73.77%	557	14.54%	256	6.68%	192	5.01%	3,832	100.00%
Female	711	61.51%	306	26.47%	83	7.18%	56	4.84%	1,156	100.00%
Total	3,538	70.93%	863	17.30%	339	6.80%	248	4.97%	4,988	100.00%
TOTAL DoD										
Male	46,697	68.61%	11,123	16.34%	5,820	8.55%	4,419	6.49%	68,059	100.00%
Female	6,531	51.46%	4,285	33.76%	992	7.82%	883	6.96%	12,691	100.00%
Total	53,228	65.92%	15,408	19.08%	6,812	8.44%	5,302	6.57%	80,750	100.00%
20-39 YR OLD CIVILIAN LABOR FORCE										
Male	22,124,136	67.56%	3,683,344	11.25%	5,178,787	15.82%	1,759,048	5.37%	32,745,315	100.00%
Female	18,952,083	66.97%	4,205,610	14.86%	3,654,261	12.91%	1,486,295	5.25%	28,298,249	100.00%
Total	41,076,219	67.29%	7,888,954	12.92%	8,833,048	14.47%	3,245,343	5.32%	61,043,564	100.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Table C-12. FY 2002 Prior Service Selected Reserve Enlisted Accessions by Ethnicity and Component

ETHNICITY	COMPONENT												TOTAL DoD	
	ARNG		USAR		USNR		USMCR		ANG		USAFR			
	#	%	#	%	#	%	#	%	#	%	#	%		
MEXICAN	523	1.70%	615	2.84%	376	2.57%	408	10.77%	123	2.47%	149	2.99%	2,194	2.72%
PUERTO RICAN	451	1.47%	624	2.88%	113	0.77%	55	1.45%	132	2.65%	57	1.14%	1,432	1.77%
CUBAN	13	0.04%	29	0.13%	8	0.05%	3	0.08%	6	0.12%	5	0.10%	64	0.08%
LATIN AMER.	135	0.44%	246	1.13%	183	1.25%	54	1.43%	17	0.34%	16	0.32%	651	0.81%
OTHER HISP.	1,090	3.55%	409	1.89%	619	4.23%	167	4.41%	74	1.49%	112	2.25%	2,471	3.06%
ALEUTIAN	7	0.02%	9	0.04%	4	0.03%	1	0.03%	0	0.00%	0	0.00%	21	0.03%
ESKIMO	28	0.09%	3	0.01%	3	0.02%	0	0.00%	0	0.00%	0	0.00%	34	0.04%
N. AMER. INDIAN	209	0.68%	147	0.68%	176	1.20%	26	0.69%	33	0.66%	24	0.48%	615	0.76%
CHINESE	26	0.08%	23	0.11%	24	0.16%	6	0.16%	3	0.06%	4	0.08%	86	0.11%
JAPANESE	11	0.04%	16	0.07%	9	0.06%	1	0.03%	11	0.22%	5	0.10%	53	0.07%
KOREAN	46	0.15%	77	0.36%	21	0.14%	3	0.08%	12	0.24%	12	0.24%	171	0.21%
INDIAN	10	0.03%	34	0.16%	11	0.08%	3	0.08%	8	0.16%	2	0.04%	68	0.08%
FILIPINO	126	0.41%	127	0.59%	217	1.48%	44	1.16%	49	0.98%	64	1.28%	627	0.78%
VIETNAMESE	28	0.09%	32	0.15%	32	0.22%	14	0.37%	6	0.12%	3	0.06%	115	0.14%
OTHER ASIAN	90	0.29%	94	0.43%	54	0.37%	18	0.48%	20	0.40%	36	0.72%	312	0.39%
MELANESIAN	5	0.02%	2	0.01%	0	0.00%	1	0.03%	0	0.00%	0	0.00%	8	0.01%
MICRONESIAN	4	0.01%	17	0.08%	4	0.03%	4	0.11%	0	0.00%	1	0.02%	30	0.04%
POLYNESIAN	26	0.08%	55	0.25%	5	0.03%	1	0.03%	4	0.08%	1	0.02%	92	0.11%
GUAMANIAN	29	0.09%	7	0.03%	1	0.01%	0	0.00%	6	0.12%	2	0.04%	45	0.06%
OTHER PACIFIC	44	0.14%	36	0.17%	40	0.27%	9	0.24%	6	0.12%	14	0.28%	149	0.18%
OTHER/NONE *	27,774	90.54%	19,039	87.81%	10,018	68.43%	2,962	78.21%	4,366	87.69%	4,352	87.25%	68,511	84.84%
UNKNOWN	0	0.00%	41	0.19%	2,721	18.59%	7	0.18%	103	2.07%	129	2.59%	3,001	3.72%
TOTAL	30,675	100.00%	21,682	100.00%	14,639	100.00%	3,787	100.00%	4,979	100.00%	4,988	100.00%	80,750	100.00%

* "Other/None" includes Whites and Blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

Table C-13. FY 2002 Prior Service Selected Reserve Enlisted Accessions by Education, Component, and Gender with Civilian Comparison Group

GENDER	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
Male	24,444	88.77%	2,713	9.85%	378	1.37%	27,535	100.00%
Female	2,875	91.56%	230	7.32%	35	1.11%	3,140	100.00%
Total	27,319	89.06%	2,943	9.59%	413	1.35%	30,675	100.00%
ARMY RESERVE								
Male	14,817	88.24%	1,650	9.83%	325	1.94%	16,792	100.00%
Female	4,373	89.43%	442	9.04%	75	1.53%	4,890	100.00%
Total	19,190	88.51%	2,092	9.65%	400	1.84%	21,682	100.00%
NAVAL RESERVE								
Male	11,835	96.92%	98	0.80%	278	2.28%	12,211	100.00%
Female	2,351	96.83%	25	1.03%	52	2.14%	2,428	100.00%
Total	14,186	96.91%	123	0.84%	330	2.25%	14,639	100.00%
MARINE CORPS RESERVE								
Male	3,427	96.35%	126	3.54%	4	0.11%	3,557	100.00%
Female	228	99.13%	2	0.87%	0	0.00%	230	100.00%
Total	3,655	96.51%	128	3.38%	4	0.11%	3,787	100.00%
AIR NATIONAL GUARD								
Male	4,070	98.50%	57	1.38%	5	0.12%	4,132	100.00%
Female	823	97.17%	20	2.36%	4	0.47%	847	100.00%
Total	4,893	98.27%	77	1.55%	9	0.18%	4,979	100.00%
AIR FORCE RESERVE								
Male	3,800	99.16%	22	0.57%	10	0.26%	3,832	100.00%
Female	1,146	99.13%	8	0.69%	2	0.17%	1,156	100.00%
Total	4,946	99.16%	30	0.60%	12	0.24%	4,988	100.00%
TOTAL DoD								
Male	62,393	91.67%	4,666	6.86%	1,000	1.47%	68,059	100.00%
Female	11,796	92.95%	727	5.73%	168	1.32%	12,691	100.00%
Total	74,189	91.87%	5,393	6.68%	1,168	1.45%	80,750	100.00%
20-39 YR OLD CIVILIAN LABOR FORCE								
Male	28,404,635	86.74%	*	*	4,340,680	13.26%	32,745,315	100.00%
Female	25,912,315	91.57%	*	*	2,385,934	8.43%	28,298,249	100.00%
Total	54,316,950	88.98%	*	*	6,726,614	11.02%	61,043,564	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.

Table C-14. FY 2002 Prior Service Selected Reserve Enlisted Accessions by Education, Component, and Race/Ethnicity

RACE/ETHNICITY	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
White	19,105	88.28%	2,232	10.31%	304	1.40%	21,641	100.00%
Black	4,738	91.57%	374	7.23%	62	1.20%	5,174	100.00%
Hispanic	1,987	89.83%	199	9.00%	26	1.18%	2,212	100.00%
Other	1,489	90.35%	138	8.37%	21	1.27%	1,648	100.00%
Total	27,319	89.06%	2,943	9.59%	413	1.35%	30,675	100.00%
ARMY RESERVE								
White	10,285	87.23%	1,275	10.81%	230	1.95%	11,790	100.00%
Black	5,243	89.39%	515	8.78%	107	1.82%	5,865	100.00%
Hispanic	1,691	87.94%	195	10.14%	37	1.92%	1,923	100.00%
Other	1,971	93.68%	107	5.09%	26	1.24%	2,104	100.00%
Total	19,190	88.51%	2,092	9.65%	400	1.84%	21,682	100.00%
NAVAL RESERVE								
White	9,715	96.92%	87	0.87%	222	2.21%	10,024	100.00%
Black	2,411	97.85%	19	0.77%	34	1.38%	2,464	100.00%
Hispanic	1,241	95.54%	8	0.62%	50	3.85%	1,299	100.00%
Other	819	96.13%	9	1.06%	24	2.82%	852	100.00%
Total	14,186	96.91%	123	0.84%	330	2.25%	14,639	100.00%
MARINE CORPS RESERVE								
White	2,325	96.27%	88	3.64%	2	0.08%	2,415	100.00%
Black	464	98.51%	7	1.49%	0	0.00%	471	100.00%
Hispanic	666	96.94%	20	2.91%	1	0.15%	687	100.00%
Other	200	93.46%	13	6.07%	1	0.47%	214	100.00%
Total	3,655	96.51%	128	3.38%	4	0.11%	3,787	100.00%
AIR NATIONAL GUARD								
White	3,753	98.25%	60	1.57%	7	0.18%	3,820	100.00%
Black	561	98.25%	9	1.58%	1	0.18%	571	100.00%
Hispanic	348	98.86%	4	1.14%	0	0.00%	352	100.00%
Other	231	97.88%	4	1.69%	1	0.42%	236	100.00%
Total	4,893	98.27%	77	1.55%	9	0.18%	4,979	100.00%
AIR FORCE RESERVE								
White	3,503	99.01%	26	0.73%	9	0.25%	3,538	100.00%
Black	857	99.30%	4	0.46%	2	0.23%	863	100.00%
Hispanic	338	99.71%	0	0.00%	1	0.29%	339	100.00%
Other	248	100.00%	0	0.00%	0	0.00%	248	100.00%
Total	4,946	99.16%	30	0.60%	12	0.24%	4,988	100.00%
TOTAL DoD								
White	48,686	91.47%	3,768	7.08%	774	1.45%	53,228	100.00%
Black	14,274	92.64%	928	6.02%	206	1.34%	15,408	100.00%
Hispanic	6,271	92.06%	426	6.25%	115	1.69%	6,812	100.00%
Other	4,958	93.51%	271	5.11%	73	1.38%	5,302	100.00%
Total	74,189	91.87%	5,393	6.68%	1,168	1.45%	80,750	100.00%

Rows may not add to totals due to rounding.

Table C-15. FY 2002 Selected Reserve Enlisted Members by Age Group, Component, and Gender with Civilian Comparison Group

a. Number

GENDER	AGE GROUP								Unknown	TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+		
ARMY NATIONAL GUARD										
Male	26,588	63,419	42,590	40,817	37,457	27,024	15,522	21,317	18	274,752
Female	7,613	12,575	6,072	4,623	3,844	2,918	1,454	767	11	39,877
Total	34,201	75,994	48,662	45,440	41,301	29,942	16,976	22,084	29	314,629
ARMY RESERVE										
Male	13,872	29,409	18,884	17,010	17,451	12,890	7,538	7,685	188	124,927
Female	6,466	11,960	6,453	5,106	4,349	3,645	2,004	1,313	35	41,331
Total	20,338	41,369	25,337	22,116	21,800	16,535	9,542	8,998	223	166,258
NAVAL RESERVE										
Male	491	3,984	8,932	14,005	13,932	8,005	3,559	2,318	6	55,232
Female	214	1,417	2,755	3,389	3,381	1,867	828	609	0	14,460
Total	705	5,401	11,687	17,394	17,313	9,872	4,387	2,927	6	69,692
MARINE CORPS RESERVE										
Male	4,376	17,770	6,909	2,905	1,522	640	200	124	3	34,449
Female	190	773	379	167	113	56	13	4	0	1,695
Total	4,566	18,543	7,288	3,072	1,635	696	213	128	3	36,144
AIR NATIONAL GUARD										
Male	3,092	10,827	10,194	12,516	15,086	11,774	6,807	10,523	2	80,821
Female	1,102	3,522	2,891	2,757	2,752	2,241	1,306	749	0	17,320
Total	4,194	14,349	13,085	15,273	17,838	14,015	8,113	11,272	2	98,141
AIR FORCE RESERVE										
Male	822	3,715	5,247	7,452	9,848	8,160	4,788	6,378	0	46,410
Female	483	2,015	2,217	2,194	2,275	1,878	1,151	707	0	12,920
Total	1,305	5,730	7,464	9,646	12,123	10,038	5,939	7,085	0	59,330
TOTAL DoD										
Male	49,241	129,124	92,756	94,705	95,296	68,493	38,414	48,345	217	616,591
Female	16,068	32,262	20,767	18,236	16,714	12,605	6,756	4,149	46	127,603
Total	65,309	161,386	113,523	112,941	112,010	81,098	45,170	52,494	263	744,194
CIVILIAN LABOR FORCE, 17 YR OLD AND OLDER										
Male	3,189,890	7,687,208	7,872,725	8,811,063	9,626,292	10,276,517	9,255,954	18,998,808	0	75,718,457
Female	3,140,579	6,902,382	6,813,356	7,464,494	7,969,258	8,931,956	8,367,506	16,490,954	0	66,080,484
Total	6,330,469	14,589,590	14,686,081	16,275,557	17,595,549	19,208,473	17,623,459	35,489,762	0	141,798,940

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2002.

Table C-15 (Continued). FY 2002 Selected Reserve Enlisted Members by Age Group, Component, and Gender with Civilian Comparison Group

b. Percent

GENDER	AGE GROUP									TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	
ARMY NATIONAL GUARD										
Male	9.68%	23.08%	15.50%	14.86%	13.63%	9.84%	5.65%	7.76%	0.01%	100.00%
Female	19.09%	31.53%	15.23%	11.59%	9.64%	7.32%	3.65%	1.92%	0.03%	100.00%
Total	10.87%	24.15%	15.47%	14.44%	13.13%	9.52%	5.40%	7.02%	0.01%	100.00%
ARMY RESERVE										
Male	11.10%	23.54%	15.12%	13.62%	13.97%	10.32%	6.03%	6.15%	0.15%	100.00%
Female	15.64%	28.94%	15.61%	12.35%	10.52%	8.82%	4.85%	3.18%	0.08%	100.00%
Total	12.23%	24.88%	15.24%	13.30%	13.11%	9.95%	5.74%	5.41%	0.13%	100.00%
NAVAL RESERVE										
Male	0.89%	7.21%	16.17%	25.36%	25.22%	14.49%	6.44%	4.20%	0.01%	100.00%
Female	1.48%	9.80%	19.05%	23.44%	23.38%	12.91%	5.73%	4.21%	0.00%	100.00%
Total	1.01%	7.75%	16.77%	24.96%	24.84%	14.17%	6.29%	4.20%	0.01%	100.00%
MARINE CORPS RESERVE										
Male	12.70%	51.58%	20.06%	8.43%	4.42%	1.86%	0.58%	0.36%	0.01%	100.00%
Female	11.21%	45.60%	22.36%	9.85%	6.67%	3.30%	0.77%	0.24%	0.00%	100.00%
Total	12.63%	51.30%	20.16%	8.50%	4.52%	1.93%	0.59%	0.35%	0.01%	100.00%
AIR NATIONAL GUARD										
Male	3.83%	13.40%	12.61%	15.49%	18.67%	14.57%	8.42%	13.02%	0.00%	100.00%
Female	6.36%	20.33%	16.69%	15.92%	15.89%	12.94%	7.54%	4.32%	0.00%	100.00%
Total	4.27%	14.62%	13.33%	15.56%	18.18%	14.28%	8.27%	11.49%	0.00%	100.00%
AIR FORCE RESERVE										
Male	1.77%	8.00%	11.31%	16.06%	21.22%	17.58%	10.32%	13.74%	0.00%	100.00%
Female	3.74%	15.60%	17.16%	16.98%	17.61%	14.54%	8.91%	5.47%	0.00%	100.00%
Total	2.20%	9.66%	12.58%	16.26%	20.43%	16.92%	10.01%	11.94%	0.00%	100.00%
TOTAL DoD										
Male	7.99%	20.94%	15.04%	15.36%	15.46%	11.11%	6.23%	7.84%	0.04%	100.00%
Female	12.59%	25.28%	16.27%	14.29%	13.10%	9.88%	5.29%	3.25%	0.04%	100.00%
Total	8.78%	21.69%	15.25%	15.18%	15.05%	10.90%	6.07%	7.05%	0.04%	100.00%
CIVILIAN LABOR FORCE, 17 YR OLD AND OLDER										
Male	4.21%	10.15%	10.40%	11.64%	12.71%	13.57%	12.22%	25.09%	0.00%	100.00%
Female	4.75%	10.45%	10.31%	11.30%	12.06%	13.52%	12.66%	24.96%	0.00%	100.00%
Total	4.46%	10.29%	10.36%	11.48%	12.41%	13.55%	12.43%	25.03%	0.00%	100.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2002.

Table C-16. FY 2002 Selected Reserve Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

AGE	MILITARY												MARRIED CIVILIANS*		
	MARRIED			UNMARRIED			TOTAL DoD			PERCENT MARRIED			Males	Females	Total
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total			
17	10	5	15	6,045	2,381	8,426	6,055	2,386	8,441	0.17%	0.21%	0.18%	2,093	8,524	10,617
18	82	47	129	17,761	6,205	23,966	17,843	6,252	24,095	0.46%	0.75%	0.54%	15,186	30,200	45,385
19	377	223	600	24,966	7,207	32,173	25,343	7,430	32,773	1.49%	3.00%	1.83%	41,214	104,087	145,301
20	944	475	1,419	26,548	6,821	33,369	27,492	7,296	34,788	3.43%	6.51%	4.08%	82,691	105,925	188,616
21	1,704	753	2,457	24,405	6,105	30,510	26,109	6,858	32,967	6.53%	10.98%	7.45%	143,352	172,051	315,403
22	3,067	1,102	4,169	23,458	5,433	28,891	26,525	6,535	33,060	11.56%	16.86%	12.61%	235,490	316,836	552,325
23	4,613	1,422	6,035	21,085	4,705	25,790	25,698	6,127	31,825	17.95%	23.21%	18.96%	264,223	332,485	596,708
24	5,682	1,538	7,220	17,618	3,908	21,526	23,300	5,446	28,746	24.39%	28.24%	25.12%	408,089	472,360	880,449
25	6,877	1,624	8,501	14,861	3,363	18,224	21,738	4,987	26,725	31.64%	32.56%	31.81%	530,151	544,990	1,075,141
26	7,204	1,596	8,800	11,620	2,691	14,311	18,824	4,287	23,111	38.27%	37.23%	38.08%	665,062	560,878	1,225,940
27	7,950	1,631	9,581	9,979	2,421	12,400	17,929	4,052	21,981	44.34%	40.25%	43.59%	714,974	602,011	1,316,985
28	8,609	1,755	10,364	8,462	2,133	10,595	17,071	3,888	20,959	50.43%	45.14%	49.45%	709,784	711,667	1,421,451
29	9,527	1,622	11,149	7,667	1,931	9,598	17,194	3,553	20,747	55.41%	45.65%	53.74%	857,651	747,788	1,605,439
30	10,608	1,719	12,327	7,247	1,888	9,135	17,855	3,607	21,462	59.41%	47.66%	57.44%	941,171	852,572	1,793,743
31	12,147	1,930	14,077	7,386	2,020	9,406	19,533	3,950	23,483	62.19%	48.86%	59.95%	1,000,805	864,728	1,865,533
32	12,997	1,875	14,872	6,852	1,948	8,800	19,849	3,823	23,672	65.48%	49.05%	62.83%	1,241,635	820,232	2,061,867
33	12,825	1,867	14,692	6,090	1,703	7,793	18,915	3,570	22,485	67.80%	52.30%	65.34%	1,058,943	935,319	1,994,262
34	12,852	1,733	14,585	5,701	1,553	7,254	18,553	3,286	21,839	69.27%	52.74%	66.78%	1,160,249	896,938	2,057,187
35	13,271	1,746	15,017	5,413	1,610	7,023	18,684	3,356	22,040	71.03%	52.03%	68.14%	1,305,335	955,018	2,260,353
36	13,668	1,678	15,346	5,208	1,537	6,745	18,876	3,215	22,091	72.41%	52.19%	69.47%	1,201,347	922,927	2,124,274
37	14,078	1,772	15,850	4,923	1,646	6,569	19,001	3,418	22,419	74.09%	51.84%	70.70%	1,363,867	993,205	2,357,072
38	14,615	1,747	16,362	5,101	1,660	6,761	19,716	3,407	23,123	74.13%	51.28%	70.76%	1,384,588	1,079,647	2,464,235
39	14,259	1,780	16,039	4,760	1,538	6,298	19,019	3,318	22,337	74.97%	53.65%	71.80%	1,492,008	1,105,800	2,597,808
40	13,140	1,644	14,784	4,293	1,461	5,754	17,433	3,105	20,538	75.37%	52.95%	71.98%	1,428,772	1,205,768	2,634,540
41	11,716	1,569	13,285	3,782	1,362	5,144	15,498	2,931	18,429	75.60%	53.53%	72.09%	1,498,046	1,112,537	2,610,583
42	10,407	1,220	11,627	3,372	1,180	4,552	13,779	2,400	16,179	75.53%	50.83%	71.86%	1,456,277	1,186,599	2,642,876
43	8,757	1,205	9,962	2,857	1,083	3,940	11,614	2,288	13,902	75.40%	52.67%	71.66%	1,454,441	1,186,782	2,641,223
44	7,884	946	8,830	2,285	935	3,220	10,169	1,881	12,050	77.53%	50.29%	73.28%	1,520,206	1,237,094	2,757,300
45+	70,711	5,399	76,110	16,048	5,506	21,554	86,759	10,905	97,664	81.50%	49.51%	77.93%	21,937,169	15,927,794	37,864,963
Unknown	29	2	31	188	44	232	217	46	263	13.36%	4.35%	11.79%	0	0	0
TOTAL	310,610	43,625	354,235	305,981	83,978	389,959	616,591	127,603	744,194	50.38%	34.19%	47.60%	46,114,816	35,992,762	82,107,578

* Civilian labor force, 17 years and older.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2002.

Table C-16 (Continued). FY 2002 Selected Reserve Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

AGE	MILITARY									MARRIED CIVILIANS*		
	MARRIED			UNMARRIED			TOTAL DoD			Males	Females	Total
	Males	Females	Total	Males	Females	Total	Males	Females	Total			
17	0.00%	0.01%	0.00%	1.98%	2.84%	2.16%	0.98%	1.87%	1.13%	0.00%	0.02%	0.01%
18	0.03%	0.11%	0.04%	5.80%	7.39%	6.15%	2.89%	4.90%	3.24%	0.03%	0.08%	0.06%
19	0.12%	0.51%	0.17%	8.16%	8.58%	8.25%	4.11%	5.82%	4.40%	0.09%	0.29%	0.18%
20	0.30%	1.09%	0.40%	8.68%	8.12%	8.56%	4.46%	5.72%	4.67%	0.18%	0.29%	0.23%
21	0.55%	1.73%	0.69%	7.98%	7.27%	7.82%	4.23%	5.37%	4.43%	0.31%	0.48%	0.38%
22	0.99%	2.53%	1.18%	7.67%	6.47%	7.41%	4.30%	5.12%	4.44%	0.51%	0.88%	0.67%
23	1.49%	3.26%	1.70%	6.89%	5.60%	6.61%	4.17%	4.80%	4.28%	0.57%	0.92%	0.73%
24	1.83%	3.53%	2.04%	5.76%	4.65%	5.52%	3.78%	4.27%	3.86%	0.88%	1.31%	1.07%
25	2.21%	3.72%	2.40%	4.86%	4.00%	4.67%	3.53%	3.91%	3.59%	1.15%	1.51%	1.31%
26	2.32%	3.66%	2.48%	3.80%	3.20%	3.67%	3.05%	3.36%	3.11%	1.44%	1.56%	1.49%
27	2.56%	3.74%	2.70%	3.26%	2.88%	3.18%	2.91%	3.18%	2.95%	1.55%	1.67%	1.60%
28	2.77%	4.02%	2.93%	2.77%	2.54%	2.72%	2.77%	3.05%	2.82%	1.54%	1.98%	1.73%
29	3.07%	3.72%	3.15%	2.51%	2.30%	2.46%	2.79%	2.78%	2.79%	1.86%	2.08%	1.96%
30	3.42%	3.94%	3.48%	2.37%	2.25%	2.34%	2.90%	2.83%	2.88%	2.04%	2.37%	2.18%
31	3.91%	4.42%	3.97%	2.41%	2.41%	2.41%	3.17%	3.10%	3.16%	2.17%	2.40%	2.27%
32	4.18%	4.30%	4.20%	2.24%	2.32%	2.26%	3.22%	3.00%	3.18%	2.69%	2.28%	2.51%
33	4.13%	4.28%	4.15%	1.99%	2.03%	2.00%	3.07%	2.80%	3.02%	2.30%	2.60%	2.43%
34	4.14%	3.97%	4.12%	1.86%	1.85%	1.86%	3.01%	2.58%	2.93%	2.52%	2.49%	2.51%
35	4.27%	4.00%	4.24%	1.77%	1.92%	1.80%	3.03%	2.63%	2.96%	2.83%	2.65%	2.75%
36	4.40%	3.85%	4.33%	1.70%	1.83%	1.73%	3.06%	2.52%	2.97%	2.61%	2.56%	2.59%
37	4.53%	4.06%	4.47%	1.61%	1.96%	1.68%	3.08%	2.68%	3.01%	2.96%	2.76%	2.87%
38	4.71%	4.00%	4.62%	1.67%	1.98%	1.73%	3.20%	2.67%	3.11%	3.00%	3.00%	3.00%
39	4.59%	4.08%	4.53%	1.56%	1.83%	1.62%	3.08%	2.60%	3.00%	3.24%	3.07%	3.16%
40	4.23%	3.77%	4.17%	1.40%	1.74%	1.48%	2.83%	2.43%	2.76%	3.10%	3.35%	3.21%
41	3.77%	3.60%	3.75%	1.24%	1.62%	1.32%	2.51%	2.30%	2.48%	3.25%	3.09%	3.18%
42	3.35%	2.80%	3.28%	1.10%	1.41%	1.17%	2.23%	1.88%	2.17%	3.16%	3.30%	3.22%
43	2.82%	2.76%	2.81%	0.93%	1.29%	1.01%	1.88%	1.79%	1.87%	3.15%	3.30%	3.22%
44	2.54%	2.17%	2.49%	0.75%	1.11%	0.83%	1.65%	1.47%	1.62%	3.30%	3.44%	3.36%
45+	22.77%	12.38%	21.49%	5.24%	6.56%	5.53%	14.07%	8.55%	13.12%	47.57%	44.25%	46.12%
Unknown	0.01%	0.00%	0.01%	0.06%	0.05%	0.06%	0.04%	0.04%	0.04%	0.00%	0.00%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Civilian labor force, 17 years and older.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2002.

Table C-17. FY 2002 Selected Reserve Enlisted Members by Race/Ethnicity, Component, and Gender with Civilian Comparison Group

GENDER	RACE/ETHNICITY								TOTAL	
	WHITE		BLACK		HISPANIC		OTHER			
	#	%	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD										
Male	202,506	73.71%	39,887	14.52%	21,372	7.78%	10,987	4.00%	274,752	100.00%
Female	24,257	60.83%	10,839	27.18%	2,868	7.19%	1,913	4.80%	39,877	100.00%
Total	226,763	72.07%	50,726	16.12%	24,240	7.70%	12,900	4.10%	314,629	100.00%
ARMY RESERVE										
Male	73,388	58.74%	29,093	23.29%	14,705	11.77%	7,741	6.20%	124,927	100.00%
Female	17,686	42.79%	16,948	41.01%	4,341	10.50%	2,356	5.70%	41,331	100.00%
Total	91,074	54.78%	46,041	27.69%	19,046	11.46%	10,097	6.07%	166,258	100.00%
NAVAL RESERVE										
Male	39,462	71.45%	7,912	14.33%	4,891	8.86%	2,967	5.37%	55,232	100.00%
Female	8,608	59.53%	3,801	26.29%	1,272	8.80%	779	5.39%	14,460	100.00%
Total	48,070	68.97%	11,713	16.81%	6,163	8.84%	3,746	5.38%	69,692	100.00%
MARINE CORPS RESERVE										
Male	23,107	67.08%	3,763	10.92%	5,292	15.36%	2,287	6.64%	34,449	100.00%
Female	973	57.40%	308	18.17%	280	16.52%	134	7.91%	1,695	100.00%
Total	24,080	66.62%	4,071	11.26%	5,572	15.42%	2,421	6.70%	36,144	100.00%
AIR NATIONAL GUARD										
Male	64,674	80.02%	6,490	8.03%	4,784	5.92%	4,873	6.03%	80,821	100.00%
Female	12,306	71.05%	2,763	15.95%	1,000	5.77%	1,251	7.22%	17,320	100.00%
Total	76,980	78.44%	9,253	9.43%	5,784	5.89%	6,124	6.24%	98,141	100.00%
AIR FORCE RESERVE										
Male	33,328	71.81%	7,516	16.19%	3,001	6.47%	2,565	5.53%	46,410	100.00%
Female	7,575	58.63%	3,748	29.01%	851	6.59%	746	5.77%	12,920	100.00%
Total	40,903	68.94%	11,264	18.99%	3,852	6.49%	3,311	5.58%	59,330	100.00%
TOTAL DoD										
Male	436,465	70.79%	94,661	15.35%	54,045	8.77%	31,420	5.10%	616,591	100.00%
Female	71,405	55.96%	38,407	30.10%	10,612	8.32%	7,179	5.63%	127,603	100.00%
Total	507,870	68.24%	133,068	17.88%	64,657	8.69%	38,599	5.19%	744,194	100.00%
18-49 YR OLD CIVILIAN LABOR FORCE										
Male	39,224,333	70.17%	6,119,392	10.95%	7,772,384	13.91%	2,779,417	4.97%	55,895,526	100.00%
Female	33,714,116	69.25%	6,774,116	13.91%	5,687,292	11.68%	2,507,553	5.15%	48,683,078	100.00%
Total	72,938,449	69.75%	12,893,507	12.33%	13,459,676	12.87%	5,286,970	5.06%	104,578,602	100.00%

Rows and columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2002.

Table C-18. FY 2002 Selected Reserve Enlisted Members by Ethnicity and Component

ETHNICITY	COMPONENT												TOTAL DoD	
	ARNG		USAR		USNR		USMCR		ANG		USAFR			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
MEXICAN	5,524	1.76%	6,324	3.80%	1,935	2.78%	3,309	9.16%	2,255	2.30%	2,013	3.39%	21,360	2.87%
PUERTO RICAN	10,131	3.22%	7,334	4.41%	818	1.17%	465	1.29%	2,022	2.06%	559	0.94%	21,329	2.87%
CUBAN	174	0.06%	186	0.11%	60	0.09%	51	0.14%	49	0.05%	70	0.12%	590	0.08%
LATIN AMER.	1,058	0.34%	1,866	1.12%	908	1.30%	425	1.18%	266	0.27%	110	0.19%	4,633	0.62%
OTHER HISP.	7,353	2.34%	3,336	2.01%	2,442	3.50%	1,322	3.66%	1,192	1.21%	1,100	1.85%	16,745	2.25%
ALEUTIAN	58	0.02%	37	0.02%	14	0.02%	6	0.02%	5	0.01%	0	0.00%	120	0.02%
ESKIMO	524	0.17%	35	0.02%	12	0.02%	4	0.01%	14	0.01%	16	0.03%	605	0.08%
N. AMER. INDIAN	1,517	0.48%	1,078	0.65%	683	0.98%	135	0.37%	1,350	1.38%	410	0.69%	5,173	0.70%
CHINESE	271	0.09%	481	0.29%	95	0.14%	192	0.53%	179	0.18%	90	0.15%	1,308	0.18%
JAPANESE	406	0.13%	248	0.15%	75	0.11%	48	0.13%	686	0.70%	92	0.16%	1,555	0.21%
KOREAN	386	0.12%	631	0.38%	78	0.11%	173	0.48%	144	0.15%	61	0.10%	1,473	0.20%
INDIAN	144	0.05%	269	0.16%	58	0.08%	63	0.17%	209	0.21%	25	0.04%	768	0.10%
FILIPINO	1,859	0.59%	1,654	0.99%	1,268	1.82%	383	1.06%	1,105	1.13%	902	1.52%	7,171	0.96%
VIETNAMESE	208	0.07%	413	0.25%	125	0.18%	134	0.37%	52	0.05%	17	0.03%	949	0.13%
OTHER ASIAN	708	0.23%	793	0.48%	215	0.31%	216	0.60%	352	0.36%	352	0.59%	2,636	0.35%
MELANESIAN	46	0.01%	27	0.02%	3	0.00%	2	0.01%	4	0.00%	0	0.00%	82	0.01%
MICRONESIAN	100	0.03%	174	0.10%	8	0.01%	10	0.03%	6	0.01%	10	0.02%	308	0.04%
POLYNESIAN	529	0.17%	735	0.44%	33	0.05%	9	0.02%	272	0.28%	23	0.04%	1,601	0.22%
GUAMANIAN	586	0.19%	85	0.05%	6	0.01%	1	0.00%	226	0.23%	163	0.27%	1,067	0.14%
OTHER PACIFIC	332	0.11%	434	0.26%	182	0.26%	67	0.19%	185	0.19%	99	0.17%	1,299	0.17%
OTHER/NONE *	282,712	89.86%	140,087	84.26%	49,706	71.32%	28,987	80.20%	87,479	89.14%	52,998	89.33%	641,969	86.26%
UNKNOWN	3	0.00%	31	0.02%	10,968	15.74%	142	0.39%	89	0.09%	220	0.37%	11,453	1.54%
TOTAL	314,629	100.00%	166,258	100.00%	69,692	100.00%	36,144	100.00%	98,141	100.00%	59,330	100.00%	744,194	100.00%

* "Other/None" includes Whites and Blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

Table C-19. FY 2002 Selected Reserve Enlisted Members by Education, Component, and Gender with Civilian Comparison Group

GENDER	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
Male	239,754	87.26%	24,943	9.08%	10,055	3.66%	274,752	100.00%
Female	35,792	89.76%	2,228	5.59%	1,857	4.66%	39,877	100.00%
Total	275,546	87.58%	27,171	8.64%	11,912	3.79%	314,629	100.00%
ARMY RESERVE								
Male	109,831	87.92%	13,287	10.64%	1,809	1.45%	124,927	100.00%
Female	37,448	90.61%	3,442	8.33%	441	1.07%	41,331	100.00%
Total	147,279	88.58%	16,729	10.06%	2,250	1.35%	166,258	100.00%
NAVAL RESERVE								
Male	53,825	97.45%	669	1.21%	738	1.34%	55,232	100.00%
Female	14,255	98.58%	104	0.72%	101	0.70%	14,460	100.00%
Total	68,080	97.69%	773	1.11%	839	1.20%	69,692	100.00%
MARINE CORPS RESERVE								
Male	33,532	97.34%	871	2.53%	46	0.13%	34,449	100.00%
Female	1,666	98.29%	29	1.71%	0	0.00%	1,695	100.00%
Total	35,198	97.38%	900	2.49%	46	0.13%	36,144	100.00%
AIR NATIONAL GUARD								
Male	79,200	97.99%	1,503	1.86%	118	0.15%	80,821	100.00%
Female	16,817	97.10%	466	2.69%	37	0.21%	17,320	100.00%
Total	96,017	97.84%	1,969	2.01%	155	0.16%	98,141	100.00%
AIR FORCE RESERVE								
Male	46,217	99.58%	141	0.30%	52	0.11%	46,410	100.00%
Female	12,844	99.41%	58	0.45%	18	0.14%	12,920	100.00%
Total	59,061	99.55%	199	0.34%	70	0.12%	59,330	100.00%
TOTAL DoD								
Male	562,359	91.20%	41,414	6.72%	12,818	2.08%	616,591	100.00%
Female	118,822	93.12%	6,327	4.96%	2,454	1.92%	127,603	100.00%
Total	681,181	91.53%	47,741	6.42%	15,272	2.05%	744,194	100.00%
18-49 YR OLD CIVILIAN LABOR FORCE								
Male	48,808,815	87.32%	*	*	7,086,711	12.68%	55,895,526	100.00%
Female	44,738,650	91.90%	*	*	3,944,426	8.10%	48,683,077	100.00%
Total	93,547,465	89.45%	*	*	11,031,137	10.55%	104,578,602	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows and columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2002.

Table C-20. FY 2002 Selected Reserve Enlisted Members by Education, Component, and Race/Ethnicity

RACE/ETHNICITY	EDUCATIONAL TIER							
	TIER 1		TIER 2		TIER 3		TOTAL	
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
White	197,360	87.03%	20,631	9.10%	8,772	3.87%	226,763	100.00%
Black	45,395	89.49%	3,565	7.03%	1,766	3.48%	50,726	100.00%
Hispanic	21,227	87.57%	2,160	8.91%	853	3.52%	24,240	100.00%
Other	11,564	89.64%	815	6.32%	521	4.04%	12,900	100.00%
Total	275,546	87.58%	27,171	8.64%	11,912	3.79%	314,629	100.00%
ARMY RESERVE								
White	81,022	88.96%	8,670	9.52%	1,382	1.52%	91,074	100.00%
Black	40,407	87.76%	5,147	11.18%	487	1.06%	46,041	100.00%
Hispanic	16,775	88.08%	2,021	10.61%	250	1.31%	19,046	100.00%
Other	9,075	89.88%	891	8.82%	131	1.30%	10,097	100.00%
Total	147,279	88.58%	16,729	10.06%	2,250	1.35%	166,258	100.00%
NAVAL RESERVE								
White	46,996	97.77%	518	1.08%	556	1.16%	48,070	100.00%
Black	11,487	98.07%	120	1.02%	106	0.90%	11,713	100.00%
Hispanic	5,946	96.48%	91	1.48%	126	2.04%	6,163	100.00%
Other	3,651	97.46%	44	1.17%	51	1.36%	3,746	100.00%
Total	68,080	97.69%	773	1.11%	839	1.20%	69,692	100.00%
MARINE CORPS RESERVE								
White	23,425	97.28%	627	2.60%	28	0.12%	24,080	100.00%
Black	3,989	97.99%	75	1.84%	7	0.17%	4,071	100.00%
Hispanic	5,416	97.20%	148	2.66%	8	0.14%	5,572	100.00%
Other	2,368	97.81%	50	2.07%	3	0.12%	2,421	100.00%
Total	35,198	97.38%	900	2.49%	46	0.13%	36,144	100.00%
AIR NATIONAL GUARD								
White	75,252	97.76%	1,609	2.09%	119	0.15%	76,980	100.00%
Black	9,072	98.04%	164	1.77%	17	0.18%	9,253	100.00%
Hispanic	5,686	98.31%	89	1.54%	9	0.16%	5,784	100.00%
Other	6,007	98.09%	107	1.75%	10	0.16%	6,124	100.00%
Total	96,017	97.84%	1,969	2.01%	155	0.16%	98,141	100.00%
AIR FORCE RESERVE								
White	40,707	99.52%	150	0.37%	46	0.11%	40,903	100.00%
Black	11,226	99.66%	24	0.21%	14	0.12%	11,264	100.00%
Hispanic	3,836	99.58%	11	0.29%	5	0.13%	3,852	100.00%
Other	3,292	99.43%	14	0.42%	5	0.15%	3,311	100.00%
Total	59,061	99.55%	199	0.34%	70	0.12%	59,330	100.00%
TOTAL DoD								
White	464,762	91.51%	32,205	6.34%	10,903	2.15%	507,870	100.00%
Black	121,576	91.36%	9,095	6.83%	2,397	1.80%	133,068	100.00%
Hispanic	58,886	91.07%	4,520	6.99%	1,251	1.93%	64,657	100.00%
Other	35,957	93.16%	1,921	4.98%	721	1.87%	38,599	100.00%
TOTAL	681,181	91.53%	47,741	6.42%	15,272	2.05%	744,194	100.00%
Rows may not add to totals due to rounding.								

Table C-21. FY 2002 Selected Reserve Enlisted Members by Occupational Area, Component, and Gender

a. Number

GENDER	OCCUPATIONAL AREA*										TOTAL
	Infantry, Gun Crews, & Seamanship**	Electronics	Commu- nications	Medical	Other Technical	Admin- istrators	Electrical	Craftsman	Supply	Non- Occupational***	
ARMY NATIONAL GUARD											
Male	72,744	8,858	15,390	9,336	7,141	29,534	40,821	11,887	31,625	47,416	274,752
Female	159	815	812	3,608	1,173	14,085	2,338	953	5,350	10,584	39,877
Total	72,903	9,673	16,202	12,944	8,314	43,619	43,159	12,840	36,975	58,000	314,629
ARMY RESERVE											
Male	13,160	3,012	5,302	10,324	4,892	25,157	16,176	8,118	23,089	15,697	124,927
Female	275	458	1,160	6,753	1,233	15,908	1,794	1,160	5,814	6,776	41,331
Total	13,435	3,470	6,462	17,077	6,125	41,065	17,970	9,278	28,903	22,473	166,258
NAVAL RESERVE											
Male	6,508	6,179	3,804	4,258	452	8,660	11,735	10,083	2,931	622	55,232
Female	1,116	1,201	786	2,307	130	6,191	1,349	448	774	158	14,460
Total	7,624	7,380	4,590	6,565	582	14,851	13,084	10,531	3,705	780	69,692
MARINE CORPS RESERVE											
Male	10,567	1,195	2,701	0	384	3,961	4,462	1,069	4,941	5,169	34,449
Female	23	20	112	0	21	797	125	39	307	251	1,695
Total	10,590	1,215	2,813	0	405	4,758	4,587	1,108	5,248	5,420	36,144
AIR NATIONAL GUARD											
Male	8,281	8,487	2,838	2,409	3,920	12,651	24,866	6,018	4,872	6,479	80,821
Female	773	509	763	2,115	630	8,227	1,097	284	1,179	1,743	17,320
Total	9,054	8,996	3,601	4,524	4,550	20,878	25,963	6,302	6,051	8,222	98,141
AIR FORCE RESERVE											
Male	6,749	2,712	1,296	3,214	1,869	9,715	12,327	3,269	2,279	2,980	46,410
Female	840	244	561	3,105	197	5,218	679	232	679	1,165	12,920
Total	7,589	2,956	1,857	6,319	2,066	14,933	13,006	3,501	2,958	4,145	59,330
TOTAL DoD											
Male	118,009	30,443	31,331	29,541	18,658	89,678	110,387	40,444	69,737	78,363	616,591
Female	3,186	3,247	4,194	17,888	3,384	50,426	7,382	3,116	14,103	20,677	127,603
Total	121,195	33,690	35,525	47,429	22,042	140,104	117,769	43,560	83,840	99,040	744,194

* Because of changes in occupational coding procedures in FY 1998, data may not be comparable with figures in previous years' Population Representation reports.

** Although women do not serve in infantry positions, they do serve in other positions, such as gun crews, air crews, and seamanship specialties, included in the "infantry" area.

*** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table C-21 (Continued). FY 2002 Selected Reserve Enlisted Members by Occupational Area, Component, and Gender

b. Percent

GENDER	OCCUPATIONAL AREA*										TOTAL
	Infantry, Gun Crews, & Seamanship**	Electronics	Communi- cations	Medical	Other Technical	Admin- istrators	Electrical	Craftsman	Supply	Non- Occupational***	
ARMY NATIONAL GUARD											
Male	26.48%	3.22%	5.60%	3.40%	2.60%	10.75%	14.86%	4.33%	11.51%	17.26%	100.00%
Female	0.40%	2.04%	2.04%	9.05%	2.94%	35.32%	5.86%	2.39%	13.42%	26.54%	100.00%
Total	23.17%	3.07%	5.15%	4.11%	2.64%	13.86%	13.72%	4.08%	11.75%	18.43%	100.00%
ARMY RESERVE											
Male	10.53%	2.41%	4.24%	8.26%	3.92%	20.14%	12.95%	6.50%	18.48%	12.56%	100.00%
Female	0.67%	1.11%	2.81%	16.34%	2.98%	38.49%	4.34%	2.81%	14.07%	16.39%	100.00%
Total	8.08%	2.09%	3.89%	10.27%	3.68%	24.70%	10.81%	5.58%	17.38%	13.52%	100.00%
NAVAL RESERVE											
Male	11.78%	11.19%	6.89%	7.71%	0.82%	15.68%	21.25%	18.26%	5.31%	1.13%	100.00%
Female	7.72%	8.31%	5.44%	15.95%	0.90%	42.81%	9.33%	3.10%	5.35%	1.09%	100.00%
Total	10.94%	10.59%	6.59%	9.42%	0.84%	21.31%	18.77%	15.11%	5.32%	1.12%	100.00%
MARINE CORPS RESERVE											
Male	30.67%	3.47%	7.84%	0.00%	1.11%	11.50%	12.95%	3.10%	14.34%	15.00%	100.00%
Female	1.36%	1.18%	6.61%	0.00%	1.24%	47.02%	7.37%	2.30%	18.11%	14.81%	100.00%
Total	29.30%	3.36%	7.78%	0.00%	1.12%	13.16%	12.69%	3.07%	14.52%	15.00%	100.00%
AIR NATIONAL GUARD											
Male	10.25%	10.50%	3.51%	2.98%	4.85%	15.65%	30.77%	7.45%	6.03%	8.02%	100.00%
Female	4.46%	2.94%	4.41%	12.21%	3.64%	47.50%	6.33%	1.64%	6.81%	10.06%	100.00%
Total	9.23%	9.17%	3.67%	4.61%	4.64%	21.27%	26.45%	6.42%	6.17%	8.38%	100.00%
AIR FORCE RESERVE											
Male	14.54%	5.84%	2.79%	6.93%	4.03%	20.93%	26.56%	7.04%	4.91%	6.42%	100.00%
Female	6.50%	1.89%	4.34%	24.03%	1.52%	40.39%	5.26%	1.80%	5.26%	9.02%	100.00%
Total	12.79%	4.98%	3.13%	10.65%	3.48%	25.17%	21.92%	5.90%	4.99%	6.99%	100.00%
TOTAL DoD											
Male	19.14%	4.94%	5.08%	4.79%	3.03%	14.54%	17.90%	6.56%	11.31%	12.71%	100.00%
Female	2.50%	2.54%	3.29%	14.02%	2.65%	39.52%	5.79%	2.44%	11.05%	16.20%	100.00%
Total	16.29%	4.53%	4.77%	6.37%	2.96%	18.83%	15.83%	5.85%	11.27%	13.31%	100.00%

* Because of changes in occupational coding procedures in FY 1998, data may not be comparable with figures in previous years' Population Representation reports.

** Although women do not serve in infantry positions, they do serve in other positions, such as gun crews, air crews, and seamanship specialties, included in the "infantry" area.

*** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table C-22. FY 2002 Selected Reserve Enlisted Members by Occupational Area, Component, and Race/Ethnicity

a. Number

RACE/ETHNICITY	OCCUPATIONAL AREA*										TOTAL
	Infantry, Gun Crews, & Seamanship**	Electronics	Commu- nications	Medical	Other Technical	Admin- istrators	Electrical	Craftsman	Supply	Non- Occupational***	
ARMY NATIONAL GUARD											
White	55,184	7,035	12,909	8,931	6,246	27,746	32,385	9,705	24,404	42,218	226,763
Black	8,090	1,647	1,654	2,189	1,180	10,165	6,054	2,220	8,380	9,147	50,726
Hispanic	6,417	644	1,031	1,168	572	3,738	3,120	508	2,896	4,146	24,240
Other	3,212	347	608	656	316	1,970	1,600	407	1,295	2,489	12,900
Total	72,903	9,673	16,202	12,944	8,314	43,619	43,159	12,840	36,975	58,000	314,629
ARMY RESERVE											
White	8,663	1,935	4,437	8,957	3,424	17,991	10,717	5,692	15,853	13,405	91,074
Black	2,671	878	1,023	5,025	1,674	16,019	3,944	1,696	8,368	4,743	46,041
Hispanic	1,024	430	586	1,907	717	4,523	2,328	1,297	3,402	2,832	19,046
Other	1,077	227	416	1,188	310	2,532	981	593	1,280	1,493	10,097
Total	13,435	3,470	6,462	17,077	6,125	41,065	17,970	9,278	28,903	22,473	166,258
NAVAL RESERVE											
White	5,251	5,362	3,598	4,427	462	8,857	8,929	8,493	2,174	517	48,070
Black	1,271	1,183	579	1,058	63	3,581	2,018	877	946	137	11,713
Hispanic	764	491	265	635	31	1,486	1,295	778	350	68	6,163
Other	338	344	148	445	26	927	842	383	235	58	3,746
Total	7,624	7,380	4,590	6,565	582	14,851	13,084	10,531	3,705	780	69,692
MARINE CORPS RESERVE											
White	7,830	818	1,765	0	301	2,475	3,157	805	3,177	3,752	24,080
Black	706	110	307	0	25	1,034	440	106	764	579	4,071
Hispanic	1,479	200	555	0	53	842	709	116	936	682	5,572
Other	575	87	186	0	26	407	281	81	371	407	2,421
Total	10,590	1,215	2,813	0	405	4,758	4,587	1,108	5,248	5,420	36,144
AIR NATIONAL GUARD											
White	7,359	7,323	2,819	3,303	3,837	15,063	21,590	5,012	4,514	6,160	76,980
Black	672	521	291	644	287	3,093	1,482	501	814	948	9,253
Hispanic	581	475	217	283	213	1,330	1,394	354	356	581	5,784
Other	442	677	274	294	213	1,392	1,497	435	367	533	6,124
Total	9,054	8,996	3,601	4,524	4,550	20,878	25,963	6,302	6,051	8,222	98,141
AIR FORCE RESERVE											
White	5,919	2,333	1,403	3,706	1,594	8,895	9,972	2,551	1,894	2,636	40,903
Black	912	347	241	1,624	237	3,965	1,651	563	786	938	11,264
Hispanic	479	133	121	529	117	958	822	210	170	313	3,852
Other	279	143	92	460	118	1,115	561	177	108	258	3,311
Total	7,589	2,956	1,857	6,319	2,066	14,933	13,006	3,501	2,958	4,145	59,330
TOTAL DoD											
White	90,206	24,806	26,931	29,324	15,864	81,027	86,750	32,258	52,016	68,688	507,870
Black	14,322	4,686	4,095	10,540	3,466	37,857	15,589	5,963	20,058	16,492	133,068
Hispanic	10,744	2,373	2,775	4,522	1,703	12,877	9,668	3,263	8,110	8,622	64,657
Other	5,923	1,825	1,724	3,043	1,009	8,343	5,762	2,076	3,656	5,238	38,599
Total	121,195	33,690	35,525	47,429	22,042	140,104	117,769	43,560	83,840	99,040	744,194

* Because of changes in occupational coding procedures in FY 1998, data may not be comparable with figures in previous years' Population Representation reports.

** Although women do not serve in infantry positions, they do serve in other positions, such as gun crews, air crews, and seamanship specialties, included in the "infantry" area.

*** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table C-22 (Continued). FY 2002 Selected Reserve Enlisted Members by Occupational Area, Component, and Race/Ethnicity

b. Percent

RACE/ETHNICITY	OCCUPATIONAL AREA*										TOTAL
	Infantry, Gun Crews, & Seamanship**	Electronics	Commu- nications	Medical	Other Technical	Admin- istrators	Electrical	Craftsman	Supply	Non- Occupational***	
ARMY NATIONAL GUARD											
White	24.34%	3.10%	5.69%	3.94%	2.75%	12.24%	14.28%	4.28%	10.76%	18.62%	100.00%
Black	15.95%	3.25%	3.26%	4.32%	2.33%	20.04%	11.93%	4.38%	16.52%	18.03%	100.00%
Hispanic	26.47%	2.66%	4.25%	4.82%	2.36%	15.42%	12.87%	2.10%	11.95%	17.10%	100.00%
Other	24.90%	2.69%	4.71%	5.09%	2.45%	15.27%	12.40%	3.16%	10.04%	19.29%	100.00%
Total	23.17%	3.07%	5.15%	4.11%	2.64%	13.86%	13.72%	4.08%	11.75%	18.43%	100.00%
ARMY RESERVE											
White	9.51%	2.12%	4.87%	9.83%	3.76%	19.75%	11.77%	6.25%	17.41%	14.72%	100.00%
Black	5.80%	1.91%	2.22%	10.91%	3.64%	34.79%	8.57%	3.68%	18.18%	10.30%	100.00%
Hispanic	5.38%	2.26%	3.08%	10.01%	3.76%	23.75%	12.22%	6.81%	17.86%	14.87%	100.00%
Other	10.67%	2.25%	4.12%	11.77%	3.07%	25.08%	9.72%	5.87%	12.68%	14.79%	100.00%
Total	8.08%	2.09%	3.89%	10.27%	3.68%	24.70%	10.81%	5.58%	17.38%	13.52%	100.00%
NAVAL RESERVE											
White	10.92%	11.15%	7.48%	9.21%	0.96%	18.43%	18.57%	17.67%	4.52%	1.08%	100.00%
Black	10.85%	10.10%	4.94%	9.03%	0.54%	30.57%	17.23%	7.49%	8.08%	1.17%	100.00%
Hispanic	12.40%	7.97%	4.30%	10.30%	0.50%	24.11%	21.01%	12.62%	5.68%	1.10%	100.00%
Other	9.02%	9.18%	3.95%	11.88%	0.69%	24.75%	22.48%	10.22%	6.27%	1.55%	100.00%
Total	10.94%	10.59%	6.59%	9.42%	0.84%	21.31%	18.77%	15.11%	5.32%	1.12%	100.00%
MARINE CORPS RESERVE											
White	32.52%	3.40%	7.33%	0.00%	1.25%	10.28%	13.11%	3.34%	13.19%	15.58%	100.00%
Black	17.34%	2.70%	7.54%	0.00%	0.61%	25.40%	10.81%	2.60%	18.77%	14.22%	100.00%
Hispanic	26.54%	3.59%	9.96%	0.00%	0.95%	15.11%	12.72%	2.08%	16.80%	12.24%	100.00%
Other	23.75%	3.59%	7.68%	0.00%	1.07%	16.81%	11.61%	3.35%	15.32%	16.81%	100.00%
Total	29.30%	3.36%	7.78%	0.00%	1.12%	13.16%	12.69%	3.07%	14.52%	15.00%	100.00%
AIR NATIONAL GUARD											
White	9.56%	9.51%	3.66%	4.29%	4.98%	19.57%	28.05%	6.51%	5.86%	8.00%	100.00%
Black	7.26%	5.63%	3.14%	6.96%	3.10%	33.43%	16.02%	5.41%	8.80%	10.25%	100.00%
Hispanic	10.04%	8.21%	3.75%	4.89%	3.68%	22.99%	24.10%	6.12%	6.15%	10.04%	100.00%
Other	7.22%	11.05%	4.47%	4.80%	3.48%	22.73%	24.44%	7.10%	5.99%	8.70%	100.00%
Total	9.23%	9.17%	3.67%	4.61%	4.64%	21.27%	26.45%	6.42%	6.17%	8.38%	100.00%
AIR FORCE RESERVE											
White	14.47%	5.70%	3.43%	9.06%	3.90%	21.75%	24.38%	6.24%	4.63%	6.44%	100.00%
Black	8.10%	3.08%	2.14%	14.42%	2.10%	35.20%	14.66%	5.00%	6.98%	8.33%	100.00%
Hispanic	12.44%	3.45%	3.14%	13.73%	3.04%	24.87%	21.34%	5.45%	4.41%	8.13%	100.00%
Other	8.43%	4.32%	2.78%	13.89%	3.56%	33.68%	16.94%	5.35%	3.26%	7.79%	100.00%
Total	12.79%	4.98%	3.13%	10.65%	3.48%	25.17%	21.92%	5.90%	4.99%	6.99%	100.00%
TOTAL DoD											
White	17.76%	4.88%	5.30%	5.77%	3.12%	15.95%	17.08%	6.35%	10.24%	13.52%	100.00%
Black	10.76%	3.52%	3.08%	7.92%	2.60%	28.45%	11.72%	4.48%	15.07%	12.39%	100.00%
Hispanic	16.62%	3.67%	4.29%	6.99%	2.63%	19.92%	14.95%	5.05%	12.54%	13.33%	100.00%
Other	15.34%	4.73%	4.47%	7.88%	2.61%	21.61%	14.93%	5.38%	9.47%	13.57%	100.00%
Total	16.29%	4.53%	4.77%	6.37%	2.96%	18.83%	15.83%	5.85%	11.27%	13.31%	100.00%

* Because of changes in occupational coding procedures in FY 1998, data may not be comparable with figures in previous years' Population Representation reports.

** Although women do not serve in infantry positions, they do serve in other positions, such as gun crews, air crews, and seamanship specialties, included in the "infantry" area.

*** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table C-23. FY 2002 Selected Reserve Officer Accessions by Age Group and Component with Civilian Comparison Group

Component	Age Group								Total
	17-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	
a. Number									
Army National Guard	579	887	987	450	135	54	30	8	3,130
Army Reserve	214	743	1,288	1,218	816	532	424	261	5,496
Naval Reserve	13	225	1,069	607	459	347	208	4	2,932
Marine Corps Reserve	50	119	249	195	77	41	14	0	745
Air National Guard	74	262	443	332	162	47	47	0	1,367
Air Force Reserve	42	282	543	497	240	120	69	0	1,793
TOTAL DoD	972	2,518	4,579	3,299	1,889	1,141	792	273	15,463
Civilian College Graduates, 21-35	2,118,484	4,933,584	5,869,104	1,189,407	0	0	0	0	14,110,579
b. Percent									
Army National Guard	18.50%	28.34%	31.53%	14.38%	4.31%	1.73%	0.96%	0.26%	100.00%
Army Reserve	3.89%	13.52%	23.44%	22.16%	14.85%	9.68%	7.71%	4.75%	100.00%
Naval Reserve	0.44%	7.67%	36.46%	20.70%	15.65%	11.83%	7.09%	0.14%	100.00%
Marine Corps Reserve	6.71%	15.97%	33.42%	26.17%	10.34%	5.50%	1.88%	0.00%	100.00%
Air National Guard	5.41%	19.17%	32.41%	24.29%	11.85%	3.44%	3.44%	0.00%	100.00%
Air Force Reserve	2.34%	15.73%	30.28%	27.72%	13.39%	6.69%	3.85%	0.00%	100.00%
TOTAL DoD	6.29%	16.28%	29.61%	21.33%	12.22%	7.38%	5.12%	1.77%	100.00%
Civilian College Graduates, 21-35	15.01%	34.96%	41.59%	8.43%	0.00%	0.00%	0.00%	0.00%	100.00%
Rows may not add to totals due to rounding. Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2001-September 2002.									

Table C-24. FY 2002 Selected Reserve Officers by Age Group and Component with Civilian Comparison Group

Component	Age Group								Total
	18-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	
a. Number									
Army National Guard	1,097	3,047	6,786	7,850	4,700	2,597	2,942	4	29,023
Army Reserve	235	1,975	5,833	9,022	7,840	6,301	6,318	186	37,710
Naval Reserve	17	386	2,870	5,187	4,567	2,960	2,071	2	18,060
Marine Corps Reserve	30	119	622	1,021	904	512	162	0	3,370
Air National Guard	78	859	2,275	3,736	3,202	1,984	1,796	0	13,930
Air Force Reserve	25	608	2,265	4,359	4,362	3,088	2,594	1	17,302
TOTAL DoD	1,482	6,994	20,651	31,175	25,575	17,442	15,883	193	119,395
Civilian College Graduates*	1,911,339	4,641,279	5,362,589	5,384,687	5,750,530	5,624,455	11,336,043	0	40,010,921
b. Percent									
Army National Guard	3.78%	10.50%	23.38%	27.05%	16.19%	8.95%	10.14%	0.01%	100.00%
Army Reserve	0.62%	5.24%	15.47%	23.92%	20.79%	16.71%	16.75%	0.49%	100.00%
Naval Reserve	0.09%	2.14%	15.89%	28.72%	25.29%	16.39%	11.47%	0.01%	100.00%
Marine Corps Reserve	0.89%	3.53%	18.46%	30.30%	26.82%	15.19%	4.81%	0.00%	100.00%
Air National Guard	0.56%	6.17%	16.33%	26.82%	22.99%	14.24%	12.89%	0.00%	100.00%
Air Force Reserve	0.14%	3.51%	13.09%	25.19%	25.21%	17.85%	14.99%	0.01%	100.00%
TOTAL DoD	1.24%	5.86%	17.30%	26.11%	21.42%	14.61%	13.30%	0.16%	100.00%
Civilian College Graduates*	4.78%	11.60%	13.40%	13.46%	14.37%	14.06%	28.33%	0.00%	100.00%

* Includes college graduates, 21 years and older, in the civilian work force.

Rows and columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2002.

Table C-25. FY 2002 Selected Reserve Officer Accessions and Officers by Gender and Component with Civilian Comparison Groups

GENDER	COMPONENT						TOTAL	CIVILIAN
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	COLLEGE GRADUATES*
a. FY 2002 Reserve Officer Accessions								
Male								
Number	2,716	4,209	2,497	693	1,140	1,340	12,595	6,460,535
Percent	86.77%	76.58%	85.16%	93.02%	83.39%	74.74%	81.45%	45.79%
Female								
Number	414	1,287	435	52	227	453	2,868	7,650,045
Percent	13.23%	23.42%	14.84%	6.98%	16.61%	25.26%	18.55%	54.21%
TOTAL								
Number	3,130	5,496	2,932	745	1,367	1,793	15,463	14,110,579
Percent	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
b. FY 2002 Reserve Component Officers								
Male								
Number	25,918	28,329	14,902	3,200	11,810	12,976	97,135	14,702,261
Percent	89.30%	75.12%	82.51%	94.96%	84.78%	75.00%	81.36%	51.27%
Female								
Number	3,105	9,381	3,158	170	2,120	4,326	22,260	13,972,617
Percent	10.70%	24.88%	17.49%	5.04%	15.22%	25.00%	18.64%	48.73%
TOTAL								
Number	29,023	37,710	18,060	3,370	13,930	17,302	119,395	28,674,878
Percent	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population, October 2001-September 2002.

Comparison group for reserve component officer corps includes college graduates in the civilian work force (21-49 years old), September 2002.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table C-26. FY 2002 Selected Reserve Officer Accessions and Officers by Gender, Marital Status, and Component with Civilian Comparison Groups

GENDER	COMPONENT						TOTAL	CIVILIAN
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	COLLEGE GRADUATES*
a. FY 2002 Reserve Officer Accessions								
Male								
Married	52.03%	61.96%	58.39%	66.52%	69.91%	73.58%	58.96%	49.41%
Unmarried	47.97%	38.04%	41.61%	33.48%	30.09%	26.42%	41.04%	50.59%
Female								
Married	42.75%	46.78%	47.36%	50.00%	48.02%	59.16%	48.24%	54.17%
Unmarried	57.25%	53.22%	52.64%	50.00%	51.98%	40.84%	51.76%	45.83%
TOTAL								
Married	50.80%	58.41%	56.75%	65.37%	66.28%	69.94%	56.11%	51.99%
Unmarried	49.20%	41.59%	43.25%	34.63%	33.72%	30.06%	43.89%	48.01%
b. FY 2002 Reserve Component Officers								
Male								
Married	75.35%	76.89%	75.90%	82.06%	80.50%	79.75%	76.52%	71.21%
Unmarried	24.65%	23.11%	24.10%	17.94%	19.50%	20.25%	23.48%	28.79%
Female								
Married	54.14%	55.11%	61.56%	57.65%	58.92%	64.66%	57.36%	61.03%
Unmarried	45.86%	44.89%	38.44%	42.35%	41.08%	35.34%	42.64%	38.97%
TOTAL								
Married	73.08%	71.47%	73.39%	80.83%	77.21%	75.98%	72.67%	66.50%
Unmarried	26.92%	28.53%	26.61%	19.17%	22.79%	24.02%	27.33%	33.50%

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population, October 2001-September 2002.

Comparison group for reserve component officer corps includes college graduates in the civilian work force (21 years and older), September 2002.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table C-27. FY 2002 Selected Reserve Officer Accessions and Officers by Race/Ethnicity and Component with Civilian Comparison Groups

COMPONENT	RACE/ETHNICITY									
	WHITE		BLACK		HISPANIC		OTHER		TOTAL	
	#	%	#	%	#	%	#	%	#	%
a. FY 2002 Reserve Officer Accessions										
ARMY NATIONAL GUARD	2,569	82.08%	303	9.68%	121	3.87%	137	4.38%	3,130	100.00%
ARMY RESERVE	3,896	70.89%	755	13.74%	240	4.37%	605	11.01%	5,496	100.00%
NAVAL RESERVE	2,599	88.64%	115	3.92%	93	3.17%	125	4.26%	2,932	100.00%
MARINE CORPS RESERVE	626	84.03%	53	7.11%	36	4.83%	30	4.03%	745	100.00%
AIR NATIONAL GUARD	1,174	85.88%	79	5.78%	51	3.73%	63	4.61%	1,367	100.00%
AIR FORCE RESERVE	1,495	83.38%	156	8.70%	37	2.06%	105	5.86%	1,793	100.00%
TOTAL DoD	12,359	79.93%	1,461	9.45%	578	3.74%	1,065	6.89%	15,463	100.00%
CIVILIAN COLLEGE GRADUATES*	10,742,550	76.13%	1,111,597	7.88%	815,552	5.78%	1,440,881	10.21%	14,110,579	100.00%
b. FY 2002 Reserve Component Officers										
ARMY NATIONAL GUARD	24,387	84.03%	2,272	7.83%	1,334	4.60%	1,030	3.55%	29,023	100.00%
ARMY RESERVE	27,706	73.47%	5,977	15.85%	1,864	4.94%	2,163	5.74%	37,710	100.00%
NAVAL RESERVE	16,197	89.68%	709	3.93%	413	2.29%	741	4.10%	18,060	100.00%
MARINE CORPS RESERVE	2,989	88.69%	152	4.51%	125	3.71%	104	3.09%	3,370	100.00%
AIR NATIONAL GUARD	12,094	86.82%	732	5.25%	452	3.24%	652	4.68%	13,930	100.00%
AIR FORCE RESERVE	14,909	86.17%	1,066	6.16%	483	2.79%	844	4.88%	17,302	100.00%
TOTAL DoD	98,282	82.32%	10,908	9.14%	4,671	3.91%	5,534	4.64%	119,395	100.00%
CIVILIAN COLLEGE GRADUATES**	22,461,962	78.33%	2,314,689	8.07%	1,530,891	5.34%	2,367,336	8.26%	28,674,878	100.00%

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population, October 2001-September 2002.

** Comparison group for reserve component officers includes college graduates in the civilian work force (21-49 years old), September 2002.

Rows and columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table C-28. FY 2002 Selected Reserve Officer Accessions and Officers by Education and Component

COMPONENT	EDUCATION									
	LESS THAN		COLLEGE GRADUATE		GREATER THAN		UNKNOWN		TOTAL	
	COLLEGE GRADUATE		COLLEGE GRADUATE		COLLEGE GRADUATE					
	#	%	#	%	#	%	#	%	#	%
a. FY 2002 Reserve Officer Accessions										
ARMY NATIONAL GUARD	963	30.77%	1,850	59.11%	317	10.13%	0	0.00%	3,130	100.00%
ARMY RESERVE	923	16.79%	2,653	48.27%	1,172	21.32%	748	13.61%	5,496	100.00%
NAVAL RESERVE	21	0.72%	897	30.59%	406	13.85%	1,608	54.84%	2,932	100.00%
MARINE CORPS RESERVE	41	5.50%	594	79.73%	110	14.77%	0	0.00%	745	100.00%
AIR NATIONAL GUARD	313	22.90%	618	45.21%	320	23.41%	116	8.49%	1,367	100.00%
AIR FORCE RESERVE	126	7.03%	891	49.69%	648	36.14%	128	7.14%	1,793	100.00%
TOTAL DoD	2,387	15.44%	7,503	48.52%	2,973	19.23%	2,600	16.81%	15,463	100.00%
b. FY 2002 Reserve Component Officers										
ARMY NATIONAL GUARD	3,655	12.59%	18,854	64.96%	6,512	22.44%	2	0.01%	29,023	100.00%
ARMY RESERVE	5,213	13.82%	18,529	49.14%	13,093	34.72%	875	2.32%	37,710	100.00%
NAVAL RESERVE	227	1.26%	8,026	44.44%	5,634	31.20%	4,173	23.11%	18,060	100.00%
MARINE CORPS RESERVE	15	0.45%	2,318	68.78%	1,036	30.74%	1	0.03%	3,370	100.00%
AIR NATIONAL GUARD	679	4.87%	8,942	64.19%	4,146	29.76%	163	1.17%	13,930	100.00%
AIR FORCE RESERVE	483	2.79%	8,171	47.23%	8,480	49.01%	168	0.97%	17,302	100.00%
TOTAL DoD	10,272	8.60%	64,840	54.31%	38,901	32.58%	5,382	4.51%	119,395	100.00%
Rows may not add to totals due to rounding.										

Table C-29. FY 2002 Selected Reserve Officer Accessions by Occupational Area and Component

COMPONENT	OCCUPATIONAL AREA									TOTAL
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin- istration	Supply, Procurement, and Allied	Non- Occupational**	
a. Number										
ARMY NATIONAL GUARD	7	623	69	143	43	200	75	127	1,843	3,130
ARMY RESERVE	0	952	293	456	363	1,210	302	475	1,445	5,496
NAVAL RESERVE	3	1,448	347	219	137	382	215	131	50	2,932
MARINE CORPS RESERVE	0	374	29	82	26	0	56	88	73	728
AIR NATIONAL GUARD	5	392	31	72	43	130	37	32	621	1,363
AIR FORCE RESERVE	2	523	80	187	127	349	118	112	291	1,789
TOTAL DoD	17	4,312	849	1,159	739	2,271	803	965	4,323	15,438
b. Percent										
ARMY NATIONAL GUARD	0.22%	19.90%	2.20%	4.57%	1.37%	6.39%	2.40%	4.06%	58.88%	100.00%
ARMY RESERVE	0.00%	17.32%	5.33%	8.30%	6.60%	22.02%	5.49%	8.64%	26.29%	100.00%
NAVAL RESERVE	0.10%	49.39%	11.83%	7.47%	4.67%	13.03%	7.33%	4.47%	1.71%	100.00%
MARINE CORPS RESERVE	0.00%	51.37%	3.98%	11.26%	3.57%	0.00%	7.69%	12.09%	10.03%	100.00%
AIR NATIONAL GUARD	0.37%	28.76%	2.27%	5.28%	3.15%	9.54%	2.71%	2.35%	45.56%	100.00%
AIR FORCE RESERVE	0.11%	29.23%	4.47%	10.45%	7.10%	19.51%	6.60%	6.26%	16.27%	100.00%
TOTAL DoD	0.11%	27.93%	5.50%	7.51%	4.79%	14.71%	5.20%	6.25%	28.00%	100.00%
* Calculations do not include 17 USMCR, 4 ANG, and 4 USAFR O-6 officers classified as general or executive officers.										
** Non-occupational includes patients, students, those with unassigned duties, and unknowns.										
Rows may not add to totals due to rounding.										

Table C-30. FY 2002 Selected Reserve Officers by Occupational Area and Component

COMPONENT	OCCUPATIONAL AREA									TOTAL
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin- istration	Supply, Procurement, and Allied	Non- Occupational**	
a. Number										
ARMY NATIONAL GUARD	176	13,188	949	2,318	1,044	3,008	1,696	2,958	3,682	29,019
ARMY RESERVE	112	6,569	1,769	3,210	4,051	12,374	3,116	5,014	1,490	37,705
NAVAL RESERVE	54	7,047	1,999	1,928	726	3,754	1,169	1,170	213	18,060
MARINE CORPS RESERVE	10	1,799	155	237	175	0	195	454	52	3,077
AIR NATIONAL GUARD	160	5,192	364	1,845	633	2,197	1,243	894	1,171	13,699
AIR FORCE RESERVE	77	5,179	1,240	1,933	1,492	4,477	1,074	1,305	354	17,131
TOTAL DoD	589	38,974	6,476	11,471	8,121	25,810	8,493	11,795	6,962	118,691
b. Percent										
ARMY NATIONAL GUARD	0.61%	45.45%	3.27%	7.99%	3.60%	10.37%	5.84%	10.19%	12.69%	100.00%
ARMY RESERVE	0.30%	17.42%	4.69%	8.51%	10.74%	32.82%	8.26%	13.30%	3.95%	100.00%
NAVAL RESERVE	0.30%	39.02%	11.07%	10.68%	4.02%	20.79%	6.47%	6.48%	1.18%	100.00%
MARINE CORPS RESERVE	0.32%	58.47%	5.04%	7.70%	5.69%	0.00%	6.34%	14.75%	1.69%	100.00%
AIR NATIONAL GUARD	1.17%	37.90%	2.66%	13.47%	4.62%	16.04%	9.07%	6.53%	8.55%	100.00%
AIR FORCE RESERVE	0.45%	30.23%	7.24%	11.28%	8.71%	26.13%	6.27%	7.62%	2.07%	100.00%
TOTAL DoD	0.50%	32.84%	5.46%	9.66%	6.84%	21.75%	7.16%	9.94%	5.87%	100.00%

* Calculations do not include 704 O-6 officers classified as general or executive officers by the Services (4 ARNG, 5 USAR, 293 USMCR, 231 ANG, and 171 USAFR).

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table C-31. FY 2002 Selected Reserve Officers by Occupational Area, Component, and Gender

a. Number

GENDER	OCCUPATIONAL AREA									TOTAL
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin- istration	Supply, Procurement, and Allied	Non- Occupational**	
ARMY NATIONAL GUARD										
Male	172	12,964	804	1,993	991	2,175	1,262	2,363	3,190	25,914
Female	4	224	145	325	53	833	434	595	492	3,105
Total	176	13,188	949	2,318	1,044	3,008	1,696	2,958	3,682	29,019
ARMY RESERVE										
Male	105	6,378	1,436	2,708	3,586	6,864	2,139	3,974	1,134	28,324
Female	7	191	333	502	465	5,510	977	1,040	356	9,381
Total	112	6,569	1,769	3,210	4,051	12,374	3,116	5,014	1,490	37,705
NAVAL RESERVE										
Male	51	6,857	1,659	1,800	619	2,077	640	1,003	196	14,902
Female	3	190	340	128	107	1,677	529	167	17	3,158
Total	54	7,047	1,999	1,928	726	3,754	1,169	1,170	213	18,060
MARINE CORPS RESERVE										
Male	10	1,792	144	217	164	0	137	408	50	2,922
Female	0	7	11	20	11	0	58	46	2	155
Total	10	1,799	155	237	175	0	195	454	52	3,077
AIR NATIONAL GUARD										
Male	153	4,992	283	1,580	546	1,424	857	756	991	11,582
Female	7	200	81	265	87	773	386	138	180	2,117
Total	160	5,192	364	1,845	633	2,197	1,243	894	1,171	13,699
AIR FORCE RESERVE										
Male	73	4,875	889	1,582	1,206	2,196	678	1,010	300	12,809
Female	4	304	351	351	286	2,281	396	295	54	4,322
Total	77	5,179	1,240	1,933	1,492	4,477	1,074	1,305	354	17,131
TOTAL DoD										
Male	564	37,858	5,215	9,880	7,112	14,736	5,713	9,514	5,861	96,453
Female	25	1,116	1,261	1,591	1,009	11,074	2,780	2,281	1,101	22,238
Total	589	38,974	6,476	11,471	8,121	25,810	8,493	11,795	6,962	118,691

3 female ANG; 167 male, 4 female USAFR).

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table C-31 (Continued). FY 2002 Selected Reserve Officers by Occupational Area, Component, and Gender

b. Percent

GENDER	OCCUPATIONAL AREA									TOTAL
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin- istration	Supply, Procurement, and Allied	Non- Occupational**	
ARMY NATIONAL GUARD										
Male	0.66%	50.03%	3.10%	7.69%	3.82%	8.39%	4.87%	9.12%	12.31%	100.00%
Female	0.13%	7.21%	4.67%	10.47%	1.71%	26.83%	13.98%	19.16%	15.85%	100.00%
Total	0.61%	45.45%	3.27%	7.99%	3.60%	10.37%	5.84%	10.19%	12.69%	100.00%
ARMY RESERVE										
Male	0.37%	22.52%	5.07%	9.56%	12.66%	24.23%	7.55%	14.03%	4.00%	100.00%
Female	0.07%	2.04%	3.55%	5.35%	4.96%	58.74%	10.41%	11.09%	3.79%	100.00%
Total	0.30%	17.42%	4.69%	8.51%	10.74%	32.82%	8.26%	13.30%	3.95%	100.00%
NAVAL RESERVE										
Male	0.34%	46.01%	11.13%	12.08%	4.15%	13.94%	4.29%	6.73%	1.32%	100.00%
Female	0.09%	6.02%	10.77%	4.05%	3.39%	53.10%	16.75%	5.29%	0.54%	100.00%
Total	0.30%	39.02%	11.07%	10.68%	4.02%	20.79%	6.47%	6.48%	1.18%	100.00%
MARINE CORPS RESERVE										
Male	0.34%	61.33%	4.93%	7.43%	5.61%	0.00%	4.69%	13.96%	1.71%	100.00%
Female	0.00%	4.52%	7.10%	12.90%	7.10%	0.00%	37.42%	29.68%	1.29%	100.00%
Total	0.32%	58.47%	5.04%	7.70%	5.69%	0.00%	6.34%	14.75%	1.69%	100.00%
AIR NATIONAL GUARD										
Male	1.32%	43.10%	2.44%	13.64%	4.71%	12.29%	7.40%	6.53%	8.56%	100.00%
Female	0.33%	9.45%	3.83%	12.52%	4.11%	36.51%	18.23%	6.52%	8.50%	100.00%
Total	1.17%	37.90%	2.66%	13.47%	4.62%	16.04%	9.07%	6.53%	8.55%	100.00%
AIR FORCE RESERVE										
Male	0.57%	38.06%	6.94%	12.35%	9.42%	17.14%	5.29%	7.89%	2.34%	100.00%
Female	0.09%	7.03%	8.12%	8.12%	6.62%	52.78%	9.16%	6.83%	1.25%	100.00%
Total	0.45%	30.23%	7.24%	11.28%	8.71%	26.13%	6.27%	7.62%	2.07%	100.00%
TOTAL DoD										
Male	0.58%	39.25%	5.41%	10.24%	7.37%	15.28%	5.92%	9.86%	6.08%	100.00%
Female	0.11%	5.02%	5.67%	7.15%	4.54%	49.80%	12.50%	10.26%	4.95%	100.00%
Total	0.50%	32.84%	5.46%	9.66%	6.84%	21.75%	7.16%	9.94%	5.87%	100.00%

3 female ANG; 167 male, 4 female USAFR).

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table C-32. FY 2002 Selected Reserve Officers by Occupational Area, Component, and Race/Ethnicity

a. Number

RACE/ETHNICITY	OCCUPATIONAL AREA									TOTAL
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin- istration	Supply, Procurement, and Allied	Non- Occupational**	
ARMY NATIONAL GUARD										
White	160	11,662	794	1,852	923	2,497	1,303	2,340	2,852	24,383
Black	7	591	58	275	60	233	231	382	435	2,272
Hispanic	4	554	49	108	37	156	99	141	186	1,334
Other	5	381	48	83	24	122	63	95	209	1,030
Total	176	13,188	949	2,318	1,044	3,008	1,696	2,958	3,682	29,019
ARMY RESERVE										
White	99	5,305	1,460	2,270	3,381	8,751	2,102	3,326	1,007	27,701
Black	8	740	136	624	349	2,022	721	1,172	205	5,977
Hispanic	0	263	87	179	142	623	176	319	75	1,864
Other	5	261	86	137	179	978	117	197	203	2,163
Total	112	6,569	1,769	3,210	4,051	12,374	3,116	5,014	1,490	37,705
NAVAL RESERVE										
White	54	6,475	1,818	1,715	658	3,268	995	1,024	190	16,197
Black	0	185	63	54	31	194	106	69	7	709
Hispanic	0	150	39	54	12	94	31	27	6	413
Other	0	237	79	105	25	198	37	50	10	741
Total	54	7,047	1,999	1,928	726	3,754	1,169	1,170	213	18,060
MARINE CORPS RESERVE										
White	8	1,633	140	196	161	0	158	382	40	2,718
Black	2	51	1	24	4	0	19	35	6	142
Hispanic	0	67	5	11	7	0	8	17	3	118
Other	0	48	9	6	3	0	10	20	3	99
Total	10	1,799	155	237	175	0	195	454	52	3,077
AIR NATIONAL GUARD										
White	151	4,728	322	1,554	535	1,862	991	733	1,002	11,878
Black	4	141	15	97	51	135	144	74	65	726
Hispanic	2	117	15	79	14	76	46	43	58	450
Other	3	206	12	115	33	124	62	44	46	645
Total	160	5,192	364	1,845	633	2,197	1,243	894	1,171	13,699
AIR FORCE RESERVE										
White	72	4,768	1,073	1,649	1,316	3,575	910	1,081	297	14,741
Black	3	129	53	111	90	435	93	118	33	1,065
Hispanic	2	129	32	47	27	167	25	45	8	482
Other	0	153	82	126	59	300	46	61	16	843
Total	77	5,179	1,240	1,933	1,492	4,477	1,074	1,305	354	17,131
TOTAL DoD										
White	544	34,571	5,607	9,236	6,974	19,953	6,459	8,886	5,388	97,618
Black	24	1,837	326	1,185	585	3,019	1,314	1,850	751	10,891
Hispanic	8	1,280	227	478	239	1,116	385	592	336	4,661
Other	13	1,286	316	572	323	1,722	335	467	487	5,521
Total	589	38,974	6,476	11,471	8,121	25,810	8,493	11,795	6,962	118,691

* Calculations do not include 664 White, 17 Black, 10 Hispanic and 13 Other O-6 officers classified as general or executive officers by the Services (4 White ARNG; 5 White USAR; 271 White, 10 Black, 7 Hispanic, 5 Other USMCR; 216 White, 6 Black, 2 Hispanic, 7 Other ANG; 168 White, 1 Black, 1 Hispanic, 1 Other USAFR).

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table C-32 (Continued). FY 2002 Selected Reserve Officers by Occupational Area, Component, and Race/Ethnicity

b. Percent

RACE/ETHNICITY	OCCUPATIONAL AREA									TOTAL
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin- istration	Supply, Procurement, and Allied	Non- Occupational**	
ARMY NATIONAL GUARD										
White	0.66%	47.83%	3.26%	7.60%	3.79%	10.24%	5.34%	9.60%	11.70%	100.00%
Black	0.31%	26.01%	2.55%	12.10%	2.64%	10.26%	10.17%	16.81%	19.15%	100.00%
Hispanic	0.30%	41.53%	3.67%	8.10%	2.77%	11.69%	7.42%	10.57%	13.94%	100.00%
Other	0.49%	36.99%	4.66%	8.06%	2.33%	11.84%	6.12%	9.22%	20.29%	100.00%
Total	0.61%	45.45%	3.27%	7.99%	3.60%	10.37%	5.84%	10.19%	12.69%	100.00%
ARMY RESERVE										
White	0.36%	19.15%	5.27%	8.19%	12.21%	31.59%	7.59%	12.01%	3.64%	100.00%
Black	0.13%	12.38%	2.28%	10.44%	5.84%	33.83%	12.06%	19.61%	3.43%	100.00%
Hispanic	0.00%	14.11%	4.67%	9.60%	7.62%	33.42%	9.44%	17.11%	4.02%	100.00%
Other	0.23%	12.07%	3.98%	6.33%	8.28%	45.21%	5.41%	9.11%	9.39%	100.00%
Total	0.30%	17.42%	4.69%	8.51%	10.74%	32.82%	8.26%	13.30%	3.95%	100.00%
NAVAL RESERVE										
White	0.33%	39.98%	11.22%	10.59%	4.06%	20.18%	6.14%	6.32%	1.17%	100.00%
Black	0.00%	26.09%	8.89%	7.62%	4.37%	27.36%	14.95%	9.73%	0.99%	100.00%
Hispanic	0.00%	36.32%	9.44%	13.08%	2.91%	22.76%	7.51%	6.54%	1.45%	100.00%
Other	0.00%	31.98%	10.66%	14.17%	3.37%	26.72%	4.99%	6.75%	1.35%	100.00%
Total	0.30%	39.02%	11.07%	10.68%	4.02%	20.79%	6.47%	6.48%	1.18%	100.00%
MARINE CORPS RESERVE										
White	0.29%	60.08%	5.15%	7.21%	5.92%	0.00%	5.81%	14.05%	1.47%	100.00%
Black	1.41%	35.92%	0.70%	16.90%	2.82%	0.00%	13.38%	24.65%	4.23%	100.00%
Hispanic	0.00%	56.78%	4.24%	9.32%	5.93%	0.00%	6.78%	14.41%	2.54%	100.00%
Other	0.00%	48.48%	9.09%	6.06%	3.03%	0.00%	10.10%	20.20%	3.03%	100.00%
Total	0.32%	58.47%	5.04%	7.70%	5.69%	0.00%	6.34%	14.75%	1.69%	100.00%
AIR NATIONAL GUARD										
White	1.27%	39.80%	2.71%	13.08%	4.50%	15.68%	8.34%	6.17%	8.44%	100.00%
Black	0.55%	19.42%	2.07%	13.36%	7.02%	18.60%	19.83%	10.19%	8.95%	100.00%
Hispanic	0.44%	26.00%	3.33%	17.56%	3.11%	16.89%	10.22%	9.56%	12.89%	100.00%
Other	0.47%	31.94%	1.86%	17.83%	5.12%	19.22%	9.61%	6.82%	7.13%	100.00%
Total	1.17%	37.90%	2.66%	13.47%	4.62%	16.04%	9.07%	6.53%	8.55%	100.00%
AIR FORCE RESERVE										
White	0.49%	32.35%	7.28%	11.19%	8.93%	24.25%	6.17%	7.33%	2.01%	100.00%
Black	0.28%	12.11%	4.98%	10.42%	8.45%	40.85%	8.73%	11.08%	3.10%	100.00%
Hispanic	0.41%	26.76%	6.64%	9.75%	5.60%	34.65%	5.19%	9.34%	1.66%	100.00%
Other	0.00%	18.15%	9.73%	14.95%	7.00%	35.59%	5.46%	7.24%	1.90%	100.00%
Total	0.45%	30.23%	7.24%	11.28%	8.71%	26.13%	6.27%	7.62%	2.07%	100.00%
TOTAL DoD										
White	0.56%	35.41%	5.74%	9.46%	7.14%	20.44%	6.62%	9.10%	5.52%	100.00%
Black	0.22%	16.87%	2.99%	10.88%	5.37%	27.72%	12.07%	16.99%	6.90%	100.00%
Hispanic	0.17%	27.46%	4.87%	10.26%	5.13%	23.94%	8.26%	12.70%	7.21%	100.00%
Other	0.24%	23.29%	5.72%	10.36%	5.85%	31.19%	6.07%	8.46%	8.82%	100.00%
Total	0.50%	32.84%	5.46%	9.66%	6.84%	21.75%	7.16%	9.94%	5.87%	100.00%

* Calculations do not include 664 White, 17 Black, 10 Hispanic and 13 Other O-6 officers classified as general or executive officers by the Services (4 White ARNG; 5 White USAR; 271 White, 10 Black, 7 Hispanic, 5 Other USMCR; 216 White, 6 Black, 2 Hispanic, 7 Other ANG; 168 White, 1 Black, 1 Hispanic, 1 Other USAFR).

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table C-33. FY 2002 Selected Reserve Officer Accessions by Source of Commission and Component

Component	Source of Commission								Total
	Academy	ROTC Scholarship	ROTC Non-Scholarship	OCS/OTS/PLC	ANG AMS/ARNG OCS	Direct Appointment	Other	Unknown	
a. Number									
ARMY NATIONAL GUARD	52	85	220	7	99	103	2,555	9	3,130
ARMY RESERVE	244	818	1,436	232	369	1,249	72	1,076	5,496
NAVAL RESERVE	467	668	117	495	0	795	134	256	2,932
MARINE CORPS RESERVE	45	0	105	546	0	0	0	49	745
AIR NATIONAL GUARD	132	93	176	127	122	203	514	0	1,367
AIR FORCE RESERVE	270	233	269	349	57	540	75	0	1,793
TOTAL DoD	1,210	1,897	2,323	1,756	647	2,890	3,350	1,390	15,463
b. Percent									
ARMY NATIONAL GUARD	1.66%	2.72%	7.03%	0.22%	3.16%	3.29%	81.63%	0.29%	100.00%
ARMY RESERVE	4.44%	14.88%	26.13%	4.22%	6.71%	22.73%	1.31%	19.58%	100.00%
NAVAL RESERVE	15.93%	22.78%	3.99%	16.88%	0.00%	27.11%	4.57%	8.73%	100.00%
MARINE CORPS RESERVE	6.04%	0.00%	14.09%	73.29%	0.00%	0.00%	0.00%	6.58%	100.00%
AIR NATIONAL GUARD	9.66%	6.80%	12.87%	9.29%	8.92%	14.85%	37.60%	0.00%	100.00%
AIR FORCE RESERVE	15.06%	12.99%	15.00%	19.46%	3.18%	30.12%	4.18%	0.00%	100.00%
TOTAL DoD	7.83%	12.27%	15.02%	11.36%	4.18%	18.69%	21.66%	8.99%	100.00%
Rows may not add to totals due to rounding.									

Table C-34. FY 2002 Selected Reserve Officers by Source of Commission and Component

	SOURCE OF COMMISSION								
COMPONENT	Academy	ROTC Scholarship	ROTC Non- Scholarship	OCS/OTS/ PLC	ANG AMS/ ARNG OCS	Direct Appointment	Other	Unknown	TOTAL
a. Number									
ARMY NATIONAL GUARD	0	1,881	8,280	887	12,244	4,665	476	590	29,023
ARMY RESERVE	1,668	5,636	11,080	2,118	1,993	13,339	566	1,310	37,710
NAVAL RESERVE	2,056	2,928	580	3,129	0	7,034	727	1,606	18,060
MARINE CORPS RESERVE	180	0	468	2,722	0	0	0	0	3,370
AIR NATIONAL GUARD	941	754	1,721	1,490	4,950	3,438	636	0	13,930
AIR FORCE RESERVE	1,810	2,204	3,096	3,016	409	6,614	153	0	17,302
TOTAL DoD	6,655	13,403	25,225	13,362	19,596	35,090	2,558	3,506	119,395
b. Percent									
ARMY NATIONAL GUARD	0.00%	6.48%	28.53%	3.06%	42.19%	16.07%	1.64%	2.03%	100.00%
ARMY RESERVE	4.42%	14.95%	29.38%	5.62%	5.29%	35.37%	1.50%	3.47%	100.00%
NAVAL RESERVE	11.38%	16.21%	3.21%	17.33%	0.00%	38.95%	4.03%	8.89%	100.00%
MARINE CORPS RESERVE	5.34%	0.00%	13.89%	80.77%	0.00%	0.00%	0.00%	0.00%	100.00%
AIR NATIONAL GUARD	6.76%	5.41%	12.35%	10.70%	35.53%	24.68%	4.57%	0.00%	100.00%
AIR FORCE RESERVE	10.46%	12.74%	17.89%	17.43%	2.36%	38.23%	0.88%	0.00%	100.00%
TOTAL DoD	5.57%	11.23%	21.13%	11.19%	16.41%	29.39%	2.14%	2.94%	100.00%
Rows may not add to totals due to rounding.									

Table C-35. FY 2002 Selected Reserve Warrant Officer Accessions and Warrant Officers by Gender and Component with Civilian Comparison Groups

GENDER	COMPONENT						TOTAL DoD	CIVILIAN LABOR FORCE*
	ARNG	USAR	USNR	USMCR	ANG	USAFR		
a. FY 2002 Reserve Warrant Officer Accessions								
Male								
Number	429	233	23	0	0	0	685	32,745,315
Percent	88.82%	86.94%	95.83%	NA	NA	NA	88.39%	53.64%
Female								
Number	54	35	1	0	0	0	90	28,298,249
Percent	11.18%	13.06%	4.17%	NA	NA	NA	11.61%	46.36%
TOTAL								
Number	483	268	24	0	0	0	775	61,043,564
Percent	100.00%	100.00%	100.00%	NA	NA	NA	100.00%	100.00%
b. FY 2002 Reserve Component Warrant Officers								
Male								
Number	6,972	2,383	195	349	0	0	9,899	55,895,526
Percent	93.89%	87.80%	94.66%	89.26%	NA	NA	92.20%	53.45%
Female								
Number	454	331	11	42	0	0	838	48,683,077
Percent	6.11%	12.20%	5.34%	10.74%	NA	NA	7.80%	46.55%
TOTAL								
Number	7,426	2,714	206	391	0	0	10,737	104,578,602
Percent	100.00%	100.00%	100.00%	100.00%	NA	NA	100.00%	100.00%

* Comparison group for accessions includes 20-39 year old members of the civilian labor force, October 2001-September 2002.

Comparison group for reserve component warrant officers includes 18-49 year old members of the civilian labor force, September 2002.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table C-36. FY 2002 Selected Reserve Warrant Officer Accessions and Warrant Officers by Race/Ethnicity and Component with Civilian Comparison Groups

COMPONENT	RACE/ETHNICITY									
	WHITE		BLACK		HISPANIC		OTHER		TOTAL	
	#	%	#	%	#	%	#	%	#	%
a. FY 2002 Reserve Warrant Officer Accessions										
ARMY NATIONAL GUARD	432	89.44%	22	4.55%	12	2.48%	17	3.52%	483	100.00%
ARMY RESERVE	211	78.73%	36	13.43%	15	5.60%	6	2.24%	268	100.00%
NAVAL RESERVE	23	95.83%	0	0.00%	0	0.00%	1	4.17%	24	100.00%
MARINE CORPS RESERVE	0	NA	0	NA	0	NA	0	NA	0	NA
AIR NATIONAL GUARD	0	NA	0	NA	0	NA	0	NA	0	NA
AIR FORCE RESERVE	0	NA	0	NA	0	NA	0	NA	0	NA
TOTAL DoD	666	85.94%	58	7.48%	27	3.48%	24	3.10%	775	100.00%
20-39 YR OLD CIVILIANS*	41,076,219	67.29%	7,888,954	12.92%	8,833,048	14.47%	3,245,343	5.32%	61,043,564	100.00%
b. FY 2002 Reserve Component Warrant Officers										
ARMY NATIONAL GUARD	6,753	90.94%	274	3.69%	224	3.02%	175	2.36%	7,426	100.00%
ARMY RESERVE	2,146	79.07%	341	12.56%	147	5.42%	80	2.95%	2,714	100.00%
NAVAL RESERVE	183	88.83%	13	6.31%	5	2.43%	5	2.43%	206	100.00%
MARINE CORPS RESERVE	310	79.28%	45	11.51%	22	5.63%	14	3.58%	391	100.00%
AIR NATIONAL GUARD	0	NA	0	NA	0	NA	0	NA	0	NA
AIR FORCE RESERVE	0	NA	0	NA	0	NA	0	NA	0	NA
TOTAL DoD	9,392	87.47%	673	6.27%	398	3.71%	274	2.55%	10,737	100.00%
18-49 YR OLD CIVILIANS**	72,938,449	69.75%	12,893,507	12.33%	13,459,676	12.87%	5,286,970	5.06%	104,578,602	100.00%

* Comparison group for accessions includes 20-39 year old members of the civilian labor force, October 2001-September 2002.

** Comparison group for reserve component warrant officers includes 18-49 year old members of the civilian labor force, September 2002.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Appendix D:

Longitudinal Data Tables

Appendix data are provided by Defense Manpower Data Center (DMDC). Due to differences in data flow and definitions, values provided here will not always match official figures reported by the Directorate for Information Operations and Reports, other Department of Defense agencies, or the military services.

Table D-1. Number of 18-Year-Old Youth by Gender and Military NPS Accession Requirements, 1950-2010 (in Thousands)

YEAR	18-YEAR-OLD CIVILIANS		ACCESSION REQUIREMENTS	YEAR	18-YEAR-OLD CIVILIANS		NPS ACCESSION REQUIREMENTS
	MALE	FEMALE			MALE	FEMALE	
1950	1090	1074		1981	2128	2058	301
1951	1049	1036		1982	2107	2030	301
1952	1037	1021		1983	2022	1955	299
1953	1089	1071		1984	1922	1852	305
1954	1075	1060	576	1985	1877	1809	297
1955	1074	1068	623	1986	1849	1774	313
1956	1132	1113	482	1987	1892	1812	295
1957	1148	1126	457	1988	1947	1856	271
1958	1164	1143	367	1989	1994	1894	277
1959	1228	1203	392	1990	1849	1755	223
1960	1323	1289	389	1991	1740	1651	205
1961	1507	1469	395	1992	1696	1615	202
1962	1424	1393	519	1993	1740	1653	203
1963	1409	1377	370	1994	1716	1633	176
1964	1398	1365	477	1995	1796	1710	168
1965	1929	1876	414	1996	1812	1726	179
1966	1792	1743	903	1997	1869	1780	189
1967	1794	1751	770	1998	1965	1872	186
1968	1791	1749	843	1999	1965	1873	185
1969	1858	1818	822	2000	2011	1918	195
1970	1914	1868	632	2001	2037	1933	194
1971	1962	1917	544	2002	2001	1898	190
1972	2010	1966	418	2003	2063	1957	186
1973	2052	2000	406	2004	2074	1966	191
1974	2078	2024	389	2005	2081	1975	191
1975	2159	2097	410	2006	2110	2005	190
1976	2164	2101	283	2007	2160	2050	190
1977	2159	2099	375	2008	2241	2127	
1978	2157	2090	304	2008	2253	2140	
1979	2196	2121	307	2010	2234	2127	
1980	2156	2089	352				

Sources: America's Volunteers: A Report on the All-Volunteer Forces (Washington, DC: DoD, December 1978); Patterson, D.A., & Haskins, J.A., The Air Force, Conscripton, and the All-Volunteer Force (Montgomery, AL: Air University Press, December 1987); the Defense Manpower Data Civilian data compiled by the Statistical Information Staff, Population Division, Bureau of the Census, Washington, DC (June 21, 1993).

Accessions reported for 1954-1963 include males only; including females would increase accessions by less than 2 percent.

Table D-2. Ratio of NPS Active Component Enlisted Accessions to Applicants, FYs 1976-2002

FISCAL			
YEAR	ACCESSIONS*	APPLICANTS	RATIO
1976	282,985	609,054	0.465
1977	374,828	762,086	0.492
1978	303,734	585,820	0.518
1979	306,758	609,361	0.503
1980	351,693	768,532	0.458
1981	300,970	800,103	0.376
1982	300,955	793,738	0.379
1983	299,455	728,657	0.411
1984	305,063	629,281	0.485
1985	297,354	626,218	0.475
1986	312,621	628,532	0.497
1987	295,225	600,769	0.491
1988	270,994	509,172	0.532
1989	277,113	571,884	0.485
1990	223,401	487,819	0.458
1991	204,882	428,321	0.478
1992	201,565	372,554	0.541
1993	202,909	379,291	0.535
1994	176,409	343,176	0.514
1995	167,287	355,641	0.470
1996	179,133	373,473	0.480
1997	188,895	391,666	0.482
1998	180,031	346,735	0.519
1999	183,768	343,945	0.534
2000	178,833	365,348	0.489
2001	182,976	369,780	0.495
2002	181,510	380,996	0.476

* Accessions are based on the DMDC edit version of the MEPCOM file.

Before FY 1994, these numbers differ from accessions reported in Tables D3-D14, which are based on the unedited file received from MEPCOM.

Table D-3. NPS Active Component Enlisted Accessions by Service, FYs 1973-2002

FISCAL YEAR	SERVICE								TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE			
	#	%	#	%	#	%	#	%	#	%
1973	169,517	41.79%	93,648	23.09%	48,946	12.07%	93,539	23.06%	405,650	100.00%
1974	179,968	46.30%	90,051	23.17%	45,323	11.66%	73,376	18.88%	388,718	100.00%
1975	180,311	44.00%	98,455	24.03%	57,122	13.94%	73,870	18.03%	409,758	100.00%
1976	178,916	45.48%	91,380	23.23%	51,484	13.09%	71,582	18.20%	393,362	100.00%
1977	216,883	43.81%	129,280	26.11%	57,579	11.63%	91,367	18.45%	495,109	100.00%
1978	122,399	40.05%	78,060	25.54%	38,146	12.48%	67,039	21.93%	305,644	100.00%
1979	128,289	41.29%	76,980	24.78%	38,726	12.46%	66,684	21.46%	310,679	100.00%
1980	158,630	43.97%	88,536	24.54%	42,085	11.67%	71,494	19.82%	360,745	100.00%
1981	109,209	35.86%	85,995	28.24%	38,830	12.75%	70,472	23.14%	304,506	100.00%
1982	120,114	39.32%	80,095	26.22%	37,956	12.43%	67,294	22.03%	305,459	100.00%
1983	132,650	43.71%	73,909	24.36%	36,628	12.07%	60,274	19.86%	303,461	100.00%
1984	129,682	42.51%	77,161	25.29%	39,119	12.82%	59,101	19.37%	305,063	100.00%
1985	119,082	39.56%	82,930	27.55%	34,051	11.31%	64,954	21.58%	301,017	100.00%
1986	126,740	40.39%	88,315	28.15%	34,669	11.05%	64,053	20.41%	313,777	100.00%
1987	120,376	40.62%	87,753	29.61%	33,528	11.31%	54,668	18.45%	296,325	100.00%
1988	105,728	38.98%	89,779	33.10%	34,960	12.89%	40,777	15.03%	271,244	100.00%
1989	112,091	40.35%	89,606	32.25%	32,941	11.86%	43,182	15.54%	277,820	100.00%
1990	84,516	37.78%	70,559	31.54%	32,901	14.71%	35,749	15.98%	223,725	100.00%
1991	77,638	37.78%	68,472	33.32%	29,635	14.42%	29,756	14.48%	205,501	100.00%
1992	76,573	37.98%	58,464	29.00%	31,768	15.76%	34,817	17.27%	201,622	100.00%
1993	73,937	36.40%	63,154	31.09%	34,735	17.10%	31,289	15.40%	203,115	100.00%
1994	61,401	34.81%	53,496	30.32%	31,756	18.00%	29,756	16.87%	176,409	100.00%
1995	57,401	34.31%	47,152	28.19%	31,946	19.10%	30,788	18.40%	167,287	100.00%
1996	69,910	39.03%	46,144	25.76%	32,531	18.16%	30,548	17.05%	179,133	100.00%
1997	75,727	40.09%	49,131	26.01%	33,949	17.97%	30,088	15.93%	188,895	100.00%
1998	68,321	37.95%	46,726	25.95%	33,450	18.58%	31,534	17.52%	180,031	100.00%
1999	67,007	36.46%	51,436	27.99%	32,998	17.96%	32,327	17.59%	183,768	100.00%
2000	66,399	37.13%	49,338	27.59%	30,232	16.91%	32,864	18.38%	178,833	100.00%
2001	69,109	37.77%	49,870	27.25%	30,147	16.48%	33,850	18.50%	182,976	100.00%
2002	69,591	38.34%	43,500	23.97%	31,972	17.61%	36,447	20.08%	181,510	100.00%

Table D-4. NPS Active Component Enlisted Accessions by Race/Ethnicity with Civilian Comparison Group, FYs 1973-2002**a. Number**

FISCAL YEAR	DoD					18-24 YR OLD CIVILIANS				
	White	Black	Hispanic	Other	TOTAL	White	Black	Hispanic	Other	TOTAL
1973	311,143	69,333	21,951	3,223	405,650	NA	NA	NA	NA	NA
1974	280,346	81,138	21,846	5,388	388,718	NA	NA	NA	NA	NA
1975	307,230	73,323	21,881	7,324	409,758	NA	NA	NA	NA	NA
1976	267,221	51,749	69,776	4,616	393,362	NA	NA	NA	NA	NA
1977	354,670	99,756	30,005	10,678	495,109	21,730,284	3,307,340	1,589,228	474,827	27,101,678
1978	209,935	70,019	18,638	7,052	305,644	21,890,932	3,386,537	1,683,094	510,018	27,470,580
1979	202,622	80,330	19,566	8,161	310,679	22,071,649	3,453,212	1,741,633	530,870	27,797,364
1980	253,734	79,563	16,993	10,455	360,745	22,428,497	3,602,332	1,925,289	717,424	28,673,541
1981	225,412	58,219	12,168	8,707	304,506	22,452,932	3,707,097	2,052,281	756,337	28,968,646
1982	228,530	57,514	10,898	8,517	305,459	22,368,445	3,775,319	2,025,521	757,281	28,926,565
1983	229,496	54,520	10,775	8,670	303,461	22,140,109	3,828,947	2,028,490	768,593	28,766,138
1984	228,226	55,717	11,674	9,446	305,063	21,693,757	3,844,514	2,029,331	796,190	28,363,792
1985	223,530	55,937	11,219	10,331	301,017	20,803,019	3,718,625	2,275,029	805,421	27,602,095
1986	229,560	59,922	13,155	11,140	313,777	19,947,062	3,637,110	2,483,653	770,172	26,837,998
1987	213,241	58,723	15,104	9,257	296,325	19,261,510	3,581,552	2,579,195	778,697	26,200,954
1988	190,831	56,419	15,284	8,710	271,244	18,752,423	3,518,923	2,637,116	849,530	25,757,992
1989	191,820	60,004	17,220	8,776	277,820	18,308,611	3,472,237	2,709,534	889,339	25,379,721
1990	155,014	46,213	15,544	6,954	223,725	18,030,299	3,493,823	2,708,565	850,963	25,083,650
1991	150,016	33,882	14,908	6,695	205,501	17,576,619	3,475,377	2,750,787	901,289	24,704,072
1992	146,225	33,467	15,305	6,625	201,622	17,209,448	3,458,851	2,761,473	947,194	24,376,966
1993	146,911	33,888	15,351	6,965	203,115	16,964,142	3,463,246	2,790,458	967,280	24,185,126
1994	124,749	31,624	13,547	6,489	176,409	17,176,858	3,558,868	3,253,751	1,022,177	25,011,654
1995	114,248	30,820	15,080	7,139	167,287	17,093,530	3,576,769	3,489,912	907,466	25,067,677
1996	118,400	34,287	17,564	8,882	179,133	16,464,697	3,558,606	3,533,023	1,162,487	24,718,814
1997	121,644	37,565	18,453	11,233	188,895	16,432,120	3,566,710	3,607,728	1,249,958	24,856,516
1998	114,476	35,335	18,750	11,470	180,031	16,607,142	3,586,467	3,781,602	1,222,904	25,198,115
1999	115,468	36,500	19,820	11,980	183,768	16,939,623	3,671,712	3,908,748	1,269,600	25,789,683
2000	111,809	35,744	20,011	11,269	178,833	17,254,436	3,755,630	3,945,279	1,334,646	26,289,991
2001	115,487	35,694	20,668	11,127	182,976	16,400,938	3,627,338	3,946,795	1,340,807	25,315,878
2002	121,534	28,520	20,500	10,956	181,510	17,043,976	3,707,803	4,084,805	1,330,762	26,167,346

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-4 (Continued). NPS Active Component Enlisted Accessions by Race/Ethnicity with Civilian Comparison Group, FYs 1973-2002

b. Percent

FISCAL YEAR	DoD					18-24 YR OLD CIVILIANS				
	White	Black	Hispanic	Other	TOTAL	White	Black	Hispanic	Other	TOTAL
1973	76.70%	17.09%	5.41%	0.79%	100.00%	NA	NA	NA	NA	NA
1974	72.12%	20.87%	5.62%	1.39%	100.00%	NA	NA	NA	NA	NA
1975	74.98%	17.89%	5.34%	1.79%	100.00%	NA	NA	NA	NA	NA
1976	67.93%	13.16%	17.74%	1.17%	100.00%	NA	NA	NA	NA	NA
1977	71.63%	20.15%	6.06%	2.16%	100.00%	80.18%	12.20%	5.86%	1.75%	100.00%
1978	68.69%	22.91%	6.10%	2.31%	100.00%	79.69%	12.33%	6.13%	1.86%	100.00%
1979	65.22%	25.86%	6.30%	2.63%	100.00%	79.40%	12.42%	6.27%	1.91%	100.00%
1980	70.34%	22.06%	4.71%	2.90%	100.00%	78.22%	12.56%	6.71%	2.50%	100.00%
1981	74.03%	19.12%	4.00%	2.86%	100.00%	77.51%	12.80%	7.08%	2.61%	100.00%
1982	74.82%	18.83%	3.57%	2.79%	100.00%	77.33%	13.05%	7.00%	2.62%	100.00%
1983	75.63%	17.97%	3.55%	2.86%	100.00%	76.97%	13.31%	7.05%	2.67%	100.00%
1984	74.81%	18.26%	3.83%	3.10%	100.00%	76.48%	13.55%	7.15%	2.81%	100.00%
1985	74.26%	18.58%	3.73%	3.43%	100.00%	75.37%	13.47%	8.24%	2.92%	100.00%
1986	73.16%	19.10%	4.19%	3.55%	100.00%	74.32%	13.55%	9.25%	2.87%	100.00%
1987	71.96%	19.82%	5.10%	3.12%	100.00%	73.51%	13.67%	9.84%	2.97%	100.00%
1988	70.35%	20.80%	5.63%	3.21%	100.00%	72.80%	13.66%	10.24%	3.30%	100.00%
1989	69.04%	21.60%	6.20%	3.16%	100.00%	72.14%	13.68%	10.68%	3.50%	100.00%
1990	69.29%	20.66%	6.95%	3.11%	100.00%	71.88%	13.93%	10.80%	3.39%	100.00%
1991	73.00%	16.49%	7.25%	3.26%	100.00%	71.15%	14.07%	11.13%	3.65%	100.00%
1992	72.52%	16.60%	7.59%	3.29%	100.00%	70.60%	14.19%	11.33%	3.89%	100.00%
1993	72.33%	16.68%	7.56%	3.43%	100.00%	70.14%	14.32%	11.54%	4.00%	100.00%
1994	70.72%	17.93%	7.68%	3.68%	100.00%	68.68%	14.23%	13.01%	4.09%	100.00%
1995	68.29%	18.42%	9.01%	4.27%	100.00%	68.19%	14.27%	13.92%	3.62%	100.00%
1996	66.10%	19.14%	9.81%	4.96%	100.00%	66.61%	14.40%	14.29%	4.70%	100.00%
1997	64.40%	19.89%	9.77%	5.95%	100.00%	66.11%	14.35%	14.51%	5.03%	100.00%
1998	63.59%	19.63%	10.41%	6.37%	100.00%	65.91%	14.23%	15.01%	4.85%	100.00%
1999	62.83%	19.86%	10.79%	6.52%	100.00%	65.68%	14.24%	15.16%	4.92%	100.00%
2000	62.52%	19.99%	11.19%	6.30%	100.00%	65.63%	14.29%	15.01%	5.08%	100.00%
2001	63.12%	19.51%	11.30%	6.08%	100.00%	64.79%	14.33%	15.59%	5.30%	100.00%
2002	66.96%	15.71%	11.29%	6.04%	100.00%	65.13%	14.17%	15.61%	5.09%	100.00%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Rows may not add to totals due to rounding.

Table D-5. White NPS Active Component Enlisted Accessions by Service with Civilian Comparison Group, FYs 1973-2002

FISCAL YEAR	SERVICE								TOTAL DoD		18-24 YR OLD CIVILIANS
	ARMY		NAVY		MARINE CORPS		AIR FORCE		#	%	%
	#	%	#	%	#	%	#	%			
1973	122,434	72.23%	78,962	84.32%	34,493	70.47%	75,254	80.45%	311,143	76.70%	NA
1974	115,680	64.28%	75,441	83.78%	31,780	70.12%	57,445	78.29%	280,346	72.12%	NA
1975	125,857	69.80%	81,242	82.52%	40,669	71.20%	59,462	80.50%	307,230	74.98%	NA
1976	105,642	59.05%	69,962	76.56%	34,068	66.17%	57,549	80.40%	267,221	67.93%	NA
1977	133,476	61.54%	105,303	81.45%	40,120	69.68%	75,771	82.93%	354,670	71.63%	79.70%
1978	68,566	56.02%	62,718	80.35%	24,860	65.17%	53,791	80.24%	209,935	68.69%	79.40%
1979	67,834	52.88%	59,533	77.34%	23,619	60.99%	51,636	77.43%	202,622	65.22%	78.20%
1980	96,990	61.14%	70,854	80.03%	28,694	68.18%	57,196	80.00%	253,734	70.34%	77.50%
1981	70,149	64.23%	69,703	81.05%	28,900	74.43%	56,660	80.40%	225,412	74.03%	77.30%
1982	82,133	68.38%	64,387	80.39%	28,729	75.69%	53,281	79.18%	228,530	74.82%	77.00%
1983	95,128	71.71%	57,780	78.18%	28,050	76.58%	48,538	80.53%	229,496	75.63%	76.50%
1984	91,781	70.77%	59,069	76.55%	29,381	75.11%	47,995	81.21%	228,226	74.81%	75.40%
1985	84,168	70.68%	63,013	75.98%	25,080	73.65%	51,269	78.93%	223,530	74.26%	74.30%
1986	89,084	70.29%	64,953	73.55%	25,429	73.35%	50,094	78.21%	229,560	73.16%	73.50%
1987	83,203	69.12%	62,110	70.78%	24,246	72.32%	43,682	79.90%	213,241	71.96%	72.80%
1988	70,818	66.98%	62,285	69.38%	24,896	71.21%	32,832	80.52%	190,831	70.35%	72.77%
1989	72,953	65.08%	60,218	67.20%	23,541	71.46%	35,108	81.30%	191,820	69.04%	72.14%
1990	55,465	65.63%	47,092	66.74%	23,280	70.76%	29,177	81.62%	155,014	69.29%	71.88%
1991	54,944	70.77%	48,420	70.72%	22,018	74.30%	24,634	82.79%	150,016	73.00%	71.15%
1992	53,467	69.82%	40,331	68.98%	23,792	74.89%	28,635	82.24%	146,225	72.52%	70.60%
1993	51,366	69.47%	44,718	70.81%	25,926	74.64%	24,901	79.58%	146,911	72.33%	70.14%
1994	41,199	67.10%	37,375	69.87%	23,214	73.10%	22,961	77.16%	124,749	70.72%	68.68%
1995	37,800	65.85%	30,887	65.51%	22,639	70.87%	22,922	74.45%	114,248	68.30%	68.19%
1996	44,412	63.53%	29,154	63.18%	22,572	69.39%	22,262	72.88%	118,400	66.10%	66.60%
1997	47,085	62.18%	30,170	61.41%	23,272	68.55%	21,117	70.18%	121,644	64.40%	66.11%
1998	41,982	61.45%	27,826	59.55%	22,933	68.56%	21,735	68.93%	114,476	63.57%	65.91%
1999	40,295	60.14%	30,501	59.30%	22,434	67.99%	22,238	68.79%	115,468	62.83%	65.68%
2000	40,714	61.32%	28,573	57.91%	20,309	67.18%	22,213	67.59%	111,809	62.52%	65.63%
2001	42,885	62.05%	28,449	57.05%	20,467	67.89%	23,686	69.97%	115,487	63.12%	64.79%
2002	46,287	66.51%	26,328	60.52%	22,642	70.82%	26,277	72.10%	121,534	66.96%	65.13%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-6. Black NPS Active Component Enlisted Accessions by Service with Civilian Comparison Group, FYs 1973-2002

FISCAL YEAR	SERVICE								TOTAL DoD		18-24 YR OLD CIVILIANS
	ARMY		NAVY		MARINE CORPS		AIR FORCE		#	%	%
	#	%	#	%	#	%	#	%			
1973	35,031	20.67%	10,275	10.97%	10,504	21.46%	13,523	14.46%	69,333	17.09%	NA
1974	49,237	27.36%	9,984	11.09%	9,754	21.52%	12,163	16.58%	81,138	20.87%	NA
1975	41,059	22.77%	10,000	10.16%	11,485	20.11%	10,779	14.59%	73,323	17.89%	NA
1976	33,112	18.51%	5,612	6.14%	6,271	12.18%	6,754	9.44%	51,749	13.16%	NA
1977	63,561	29.31%	14,450	11.18%	11,495	19.96%	10,250	11.22%	99,756	20.15%	12.20%
1978	41,841	34.18%	9,924	12.71%	9,158	24.01%	9,096	13.57%	70,019	22.91%	12.30%
1979	47,054	36.68%	12,012	15.60%	10,679	27.58%	10,585	15.87%	80,330	25.86%	12.40%
1980	46,988	29.62%	12,116	13.68%	9,722	23.10%	10,737	15.02%	79,563	22.06%	12.60%
1981	30,298	27.74%	10,998	12.79%	6,904	17.78%	10,019	14.22%	58,219	19.12%	12.80%
1982	29,426	24.50%	10,974	13.70%	6,626	17.46%	10,488	15.59%	57,514	18.83%	13.10%
1983	29,037	21.89%	10,548	14.27%	6,216	16.97%	8,719	14.47%	54,520	17.97%	13.30%
1984	29,263	22.57%	11,445	14.83%	6,852	17.52%	8,157	13.80%	55,717	18.26%	13.60%
1985	26,699	22.42%	12,715	15.33%	6,400	18.80%	10,123	15.58%	55,937	18.58%	13.50%
1986	28,381	22.39%	15,234	17.25%	5,963	17.20%	10,344	16.15%	59,922	19.10%	13.60%
1987	28,226	23.45%	16,640	18.96%	6,051	18.05%	7,806	14.28%	58,723	19.82%	13.70%
1988	26,530	25.09%	17,980	20.03%	6,420	18.36%	5,489	13.46%	56,419	20.80%	13.70%
1989	29,486	26.31%	19,158	21.38%	5,887	17.87%	5,473	12.67%	60,004	21.60%	13.68%
1990	21,319	25.22%	14,576	20.66%	5,786	17.59%	4,532	12.68%	46,213	20.66%	13.93%
1991	15,535	20.01%	10,956	16.00%	4,193	14.15%	3,198	10.75%	33,882	16.49%	14.07%
1992	15,649	20.44%	9,832	16.82%	4,118	12.96%	3,868	11.11%	33,467	16.60%	14.19%
1993	15,103	20.43%	10,619	16.81%	4,201	12.09%	3,965	12.67%	33,888	16.68%	14.32%
1994	13,643	22.22%	9,760	18.24%	4,041	12.73%	4,180	14.05%	31,624	17.93%	14.23%
1995	12,901	22.48%	9,219	19.55%	4,233	13.25%	4,467	14.51%	30,820	18.42%	14.27%
1996	16,383	23.43%	8,871	19.22%	4,416	13.57%	4,617	15.11%	34,287	19.14%	14.40%
1997	17,735	23.42%	9,896	20.14%	4,742	13.97%	5,192	17.26%	37,565	19.89%	14.35%
1998	15,877	23.24%	9,357	20.03%	4,396	13.14%	5,705	18.09%	35,335	19.65%	14.23%
1999	16,085	24.00%	10,260	19.95%	4,308	13.06%	5,847	18.09%	36,500	19.86%	14.24%
2000	15,286	23.02%	10,252	20.78%	3,874	12.81%	6,332	19.27%	35,744	19.99%	14.29%
2001	15,444	22.35%	10,429	20.91%	3,662	12.15%	6,159	18.19%	35,694	19.51%	14.33%
2002	11,916	17.12%	7,751	17.82%	3,188	9.97%	5,665	15.54%	28,520	15.71%	14.17%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-7. Hispanic NPS Active Component Enlisted Accessions by Service with Civilian Comparison Group, FYs 1973-2001

FISCAL YEAR	SERVICE								18-24 YR OLD		
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		CIVILIANS
	#	%	#	%	#	%	#	%	#	%	%
1973	10,303	6.08%	4,085	4.36%	3,567	7.29%	3,996	4.27%	21,951	5.41%	NA
1974	11,496	6.39%	4,194	4.66%	3,304	7.29%	2,852	3.89%	21,846	5.62%	NA
1975	10,239	5.68%	4,512	4.58%	4,330	7.58%	2,800	3.79%	21,881	5.34%	NA
1976	37,507	20.96%	15,236	16.67%	10,563	20.52%	6,470	9.04%	69,776	17.74%	NA
1977	14,850	6.85%	6,419	4.97%	4,924	8.55%	3,812	4.17%	30,005	6.06%	5.90%
1978	8,811	7.20%	3,700	4.74%	3,245	8.51%	2,882	4.30%	18,638	6.10%	6.10%
1979	9,664	7.53%	3,573	4.64%	3,395	8.77%	2,934	4.40%	19,566	6.30%	6.30%
1980	9,315	5.87%	3,250	3.67%	2,390	5.68%	2,038	2.85%	16,993	4.71%	6.70%
1981	5,322	4.87%	3,079	3.58%	1,801	4.64%	1,966	2.79%	12,168	4.00%	7.10%
1982	4,912	4.09%	2,752	3.44%	1,417	3.73%	1,817	2.70%	10,898	3.57%	7.00%
1983	4,671	3.52%	3,379	4.57%	1,259	3.44%	1,466	2.43%	10,775	3.55%	7.10%
1984	4,610	3.55%	4,179	5.42%	1,481	3.79%	1,404	2.38%	11,674	3.83%	7.20%
1985	4,114	3.45%	4,192	5.05%	1,288	3.78%	1,625	2.50%	11,219	3.73%	8.20%
1986	4,882	3.85%	5,093	5.77%	1,653	4.77%	1,527	2.38%	13,155	4.19%	9.30%
1987	5,269	4.38%	6,140	7.00%	2,063	6.15%	1,632	2.99%	15,104	5.10%	9.80%
1988	5,132	4.85%	6,334	7.06%	2,518	7.20%	1,300	3.19%	15,284	5.63%	10.20%
1989	6,276	5.60%	7,052	7.87%	2,433	7.39%	1,459	3.38%	17,220	6.20%	10.68%
1990	5,199	6.15%	6,392	9.06%	2,748	8.35%	1,205	3.37%	15,544	6.95%	10.80%
1991	4,748	6.12%	6,647	9.71%	2,447	8.26%	1,066	3.58%	14,908	7.25%	11.13%
1992	5,093	6.65%	6,188	10.58%	2,733	8.60%	1,291	3.71%	15,305	7.59%	11.33%
1993	4,963	6.71%	5,685	9.00%	3,354	9.66%	1,349	4.31%	15,351	7.56%	11.54%
1994	4,431	7.22%	4,245	7.94%	3,429	10.80%	1,442	4.85%	13,547	7.68%	13.01%
1995	4,503	7.84%	4,743	10.06%	3,921	12.27%	1,913	6.21%	15,080	9.01%	13.92%
1996	6,199	8.87%	5,109	11.07%	4,219	12.97%	2,037	6.67%	17,564	9.81%	14.30%
1997	7,236	9.56%	5,001	10.18%	4,175	12.30%	2,041	6.78%	18,453	9.77%	14.51%
1998	7,020	10.28%	5,167	11.06%	4,365	13.05%	2,198	6.97%	18,750	10.42%	15.01%
1999	7,145	10.66%	5,771	11.22%	4,571	13.85%	2,333	7.22%	19,820	10.79%	15.16%
2000	7,261	10.94%	5,904	11.97%	4,411	14.59%	2,435	7.41%	20,011	11.19%	15.01%
2001	7,642	11.06%	6,283	12.60%	4,393	14.57%	2,350	6.94%	20,668	11.30%	15.59%
2002	8,072	11.60%	5,374	12.35%	4,407	13.78%	2,647	7.26%	20,500	11.29%	15.61%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-8. Other Race NPS Active Component Enlisted Accessions by Service with Civilian Comparison Group, FYs 1973-2001

FISCAL YEAR	SERVICE								18-24 YR OLD		
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		CIVILIANS
	#	%	#	%	#	%	#	%	#	%	%
1973	1,749	1.03%	326	0.35%	382	0.78%	766	0.82%	3,223	0.79%	NA
1974	3,555	1.98%	432	0.48%	485	1.07%	916	1.25%	5,388	1.39%	NA
1975	3,156	1.75%	2,701	2.74%	638	1.12%	829	1.12%	7,324	1.79%	NA
1976	2,655	1.48%	570	0.62%	582	1.13%	809	1.13%	4,616	1.17%	NA
1977	4,996	2.30%	3,108	2.40%	1,040	1.81%	1,534	1.68%	10,678	2.16%	1.80%
1978	3,181	2.60%	1,718	2.20%	883	2.31%	1,270	1.89%	7,052	2.31%	1.90%
1979	3,737	2.91%	1,862	2.42%	1,033	2.67%	1,529	2.29%	8,161	2.63%	1.90%
1980	5,337	3.36%	2,316	2.62%	1,279	3.04%	1,523	2.13%	10,455	2.90%	2.50%
1981	3,440	3.15%	2,215	2.58%	1,225	3.15%	1,827	2.59%	8,707	2.86%	2.60%
1982	3,643	3.03%	1,982	2.47%	1,184	3.12%	1,708	2.54%	8,517	2.79%	2.60%
1983	3,814	2.88%	2,202	2.98%	1,103	3.01%	1,551	2.57%	8,670	2.86%	2.70%
1984	4,028	3.11%	2,468	3.20%	1,405	3.59%	1,545	2.61%	9,446	3.10%	2.80%
1985	4,101	3.44%	3,010	3.63%	1,283	3.77%	1,937	2.98%	10,331	3.43%	2.90%
1986	4,393	3.47%	3,035	3.44%	1,624	4.68%	2,088	3.26%	11,140	3.55%	2.90%
1987	3,678	3.06%	2,863	3.26%	1,168	3.48%	1,548	2.83%	9,257	3.12%	3.00%
1988	3,248	3.07%	3,180	3.54%	1,126	3.22%	1,156	2.83%	8,710	3.21%	3.30%
1989	3,376	3.01%	3,178	3.55%	1,080	3.28%	1,142	2.64%	8,776	3.16%	3.50%
1990	2,533	3.00%	2,499	3.54%	1,087	3.30%	835	2.34%	6,954	3.11%	3.39%
1991	2,411	3.11%	2,449	3.58%	977	3.30%	858	2.88%	6,695	3.26%	3.65%
1992	2,364	3.09%	2,113	3.61%	1,125	3.54%	1,023	2.94%	6,625	3.29%	3.89%
1993	2,505	3.39%	2,132	3.38%	1,254	3.61%	1,074	3.43%	6,965	3.43%	4.00%
1994	2,128	3.47%	2,116	3.96%	1,072	3.38%	1,173	3.94%	6,489	3.68%	4.09%
1995	2,197	3.83%	2,303	4.88%	1,153	3.61%	1,486	4.83%	7,139	4.27%	3.62%
1996	2,916	4.17%	3,010	6.52%	1,324	4.07%	1,632	5.34%	8,882	4.96%	4.70%
1997	3,671	4.85%	4,064	8.27%	1,760	5.18%	1,738	5.78%	11,233	5.95%	5.03%
1998	3,442	5.04%	4,376	9.37%	1,756	5.25%	1,896	6.01%	11,470	6.37%	4.85%
1999	3,482	5.20%	4,904	9.53%	1,685	5.11%	1,909	5.91%	11,980	6.52%	4.92%
2000	3,138	4.73%	4,609	9.34%	1,638	5.42%	1,884	5.73%	11,269	6.30%	5.08%
2001	3,138	4.54%	4,709	9.44%	1,625	5.39%	1,655	4.89%	11,127	6.08%	5.30%
2002	3,316	4376.00%	4,047	9.30%	1,735	5.43%	1,858	5.10%	10,956	6.04%	5.09%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-9. Female NPS Active Component Enlisted Accessions by Service with Civilian Comparison Group, FYs 1964, 1970-2002

FISCAL YEAR*	SERVICE								18-24 YR OLD		
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		CIVILIANS
	#	%	#	%	#	%	#	%	#	%	%
1964**	3,688	0.9%	1,964	0.8%	682	0.8%	2,016	0.7%	8,350	0.8%	54.1%
1970	5,702	4.0%	2,299	3.0%	1,079	2.0%	4,379	6.0%	13,459	3.9%	54.3%
1971	5,193	3.0%	2,453	3.0%	1,097	2.0%	4,189	4.0%	12,932	3.1%	53.3%
1972	5,667	1.2%	1,550	2.5%	1,194	1.3%	4,584	5.4%	12,995	1.8%	52.3%
1973	8,336	4.9%	4,949	5.3%	691	1.4%	6,339	6.8%	20,315	5.0%	52.0%
1974	15,083	8.4%	6,711	7.5%	850	1.9%	8,174	11.1%	30,818	7.9%	52.0%
1975	18,540	10.3%	6,781	6.9%	1,325	2.3%	9,752	13.2%	36,398	8.9%	51.8%
1976	15,792	8.8%	5,128	5.6%	1,261	2.5%	8,613	12.0%	30,794	7.8%	51.5%
1977	18,921	8.7%	5,921	4.6%	1,783	3.1%	12,276	13.4%	38,901	7.9%	51.5%
1978	17,315	14.2%	5,627	7.2%	2,192	5.8%	12,409	18.5%	37,543	12.3%	51.1%
1979	17,196	13.4%	8,705	11.3%	2,137	5.5%	13,307	20.0%	41,345	13.3%	51.0%
1980	22,386	14.1%	10,697	12.1%	2,250	5.4%	13,474	18.9%	48,807	13.5%	50.9%
1981	17,064	15.6%	8,987	10.5%	2,143	5.5%	9,719	13.8%	37,913	12.5%	50.8%
1982	15,183	12.6%	8,238	10.3%	2,226	5.9%	8,520	12.7%	34,167	11.2%	50.8%
1983	16,576	12.5%	8,245	11.2%	1,987	5.4%	8,759	14.5%	35,567	11.7%	50.6%
1984	16,900	13.0%	7,715	10.0%	2,121	5.4%	8,649	14.6%	35,385	11.6%	50.8%
1985	15,401	12.9%	9,733	11.7%	2,174	6.4%	10,943	16.9%	38,251	12.7%	50.8%
1986	15,332	12.1%	8,802	10.0%	2,147	6.2%	11,778	18.4%	38,059	12.1%	50.9%
1987	16,262	13.5%	7,705	8.8%	1,790	5.3%	10,149	18.6%	35,906	12.1%	50.8%
1988	14,265	13.5%	9,799	10.9%	2,101	6.0%	8,011	19.7%	34,176	12.6%	51.2%
1989	16,048	14.3%	10,790	12.0%	2,092	6.4%	9,157	21.2%	38,087	13.7%	51.3%
1990	12,603	14.9%	7,951	11.3%	1,747	5.3%	7,298	20.4%	29,599	13.2%	51.1%
1991	11,266	14.5%	6,394	9.3%	1,606	5.4%	6,452	21.7%	25,718	12.5%	51.0%
1992	12,452	16.3%	8,190	14.0%	1,595	5.0%	7,538	21.7%	29,775	14.8%	50.9%
1993	11,801	16.0%	8,013	12.7%	1,595	4.6%	6,966	22.3%	28,375	14.0%	50.7%
1994	11,168	18.2%	8,989	16.8%	1,720	5.4%	7,085	23.8%	28,962	16.4%	50.4%
1995	10,749	18.7%	9,371	19.9%	1,882	5.9%	7,443	24.2%	29,445	17.6%	50.3%
1996	14,138	20.2%	6,861	14.9%	2,174	6.7%	7,953	26.0%	31,126	17.4%	50.3%
1997	15,271	20.2%	6,935	14.1%	2,440	7.2%	8,422	28.0%	33,068	17.5%	50.0%
1998	12,913	18.9%	8,897	19.0%	2,486	7.4%	8,246	26.1%	32,542	18.1%	49.9%
1999	13,252	19.8%	9,268	18.0%	2,300	7.0%	8,692	26.9%	33,512	18.2%	50.2%
2000	13,883	20.9%	9,095	18.4%	2,145	7.1%	8,496	25.9%	33,619	18.8%	50.2%
2001	14,144	20.5%	9,198	18.4%	2,095	6.9%	8,218	24.3%	33,655	18.4%	50.1%
2002	12,900	18.5%	7,548	17.4%	2,165	6.8%	8,741	24.0%	31,354	17.3%	50.2%

* Data for FYs 1964 and 1970-1972 are based upon voluntary enlistments only. They do not include drafted inductees.

** FY 1964 was the last pre-Vietnam conscription year.

Source: Civilian data 1964, 1970-1972 from Labor Force Statistics derived from the Current Population Survey, 1948-87 (Washington, DC: Bureau of Labor Statistics, August, 1988); Civilian data 1973-present from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Service data 1964, 1970-1972 from Patterson, D.A., & Haskins, J.A., The Air Force, Conscription, and the All-Volunteer Force (Montgomery, AL: Air University Press, December 1987) and OASD(FMP)(MPP)(AP). Service data 1973-present from the Defense Manpower Data Center.

Table D-10. NPS Active Component Enlisted Accessions by Marital Status and Service with Civilian Comparison Group, FYs 1976-2002

FISCAL YEAR	SERVICE								18-24 YR OLD			
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		CIVILIANS	
	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried
1976	10.15%	89.85%	4.32%	95.68%	3.50%	96.50%	11.88%	88.12%	8.24%	91.76%	NA	NA
1977	10.76%	89.24%	4.25%	95.75%	3.58%	96.42%	11.40%	88.60%	8.34%	91.66%	34.1%	65.9%
1978	9.60%	90.40%	3.45%	96.55%	3.09%	96.91%	11.13%	88.87%	7.55%	92.45%	32.3%	67.7%
1979	9.99%	90.01%	3.74%	96.26%	2.88%	97.12%	11.48%	88.52%	7.87%	92.13%	31.2%	68.8%
1980	10.80%	89.20%	4.23%	95.77%	3.38%	96.62%	11.24%	88.76%	8.41%	91.59%	29.9%	70.1%
1981	10.38%	89.62%	5.05%	94.95%	3.40%	96.60%	10.02%	89.98%	7.90%	92.10%	29.1%	70.9%
1982	12.37%	87.63%	6.69%	93.31%	4.09%	95.91%	11.02%	88.98%	9.55%	90.45%	28.4%	71.6%
1983	12.88%	87.12%	6.92%	93.08%	4.49%	95.51%	13.47%	86.53%	10.53%	89.47%	26.6%	73.4%
1984	11.33%	88.67%	6.82%	93.18%	4.25%	95.75%	13.15%	86.85%	9.63%	90.37%	25.7%	74.3%
1985	11.57%	88.43%	6.20%	93.80%	4.23%	95.77%	12.01%	87.99%	9.35%	90.65%	25.3%	74.7%
1986	13.05%	86.95%	6.52%	93.48%	4.31%	95.69%	12.18%	87.82%	10.07%	89.93%	24.8%	75.2%
1987	12.96%	87.04%	6.47%	93.53%	4.12%	95.88%	12.04%	87.96%	9.87%	90.13%	23.6%	76.4%
1988	11.71%	88.29%	5.58%	94.42%	3.56%	96.44%	11.10%	88.90%	8.54%	91.46%	22.4%	77.6%
1989	11.90%	88.10%	5.74%	94.26%	3.29%	96.71%	10.95%	89.05%	8.75%	91.25%	20.4%	79.6%
1990	12.23%	87.77%	5.84%	94.16%	3.78%	96.22%	10.46%	89.54%	8.70%	91.30%	20.1%	79.9%
1991	14.84%	85.16%	6.48%	93.52%	5.17%	94.83%	11.68%	88.32%	10.20%	89.80%	19.0%	81.0%
1992	14.40%	85.60%	5.46%	94.54%	3.38%	96.62%	12.25%	87.75%	9.70%	90.30%	18.2%	81.8%
1993	16.80%	83.20%	4.50%	95.50%	3.10%	96.90%	11.90%	88.10%	9.90%	90.10%	18.3%	81.7%
1994	16.40%	83.60%	4.42%	95.58%	3.01%	96.99%	10.64%	89.36%	9.38%	90.62%	18.1%	81.9%
1995	14.51%	85.49%	4.91%	95.09%	4.07%	95.93%	10.96%	89.04%	9.15%	90.85%	17.7%	82.3%
1996	14.62%	85.38%	5.06%	94.94%	4.19%	95.81%	10.65%	89.35%	9.59%	90.41%	17.0%	83.0%
1997	15.92%	84.08%	5.19%	94.81%	4.24%	95.76%	10.00%	90.00%	10.09%	89.91%	16.0%	84.0%
1998	14.38%	85.62%	5.22%	94.78%	4.27%	95.73%	9.33%	90.67%	9.24%	90.76%	14.8%	85.2%
1999	13.95%	86.05%	6.10%	93.90%	3.90%	96.10%	9.70%	90.30%	9.20%	90.80%	14.7%	85.3%
2000	13.16%	86.84%	6.04%	93.96%	3.30%	96.70%	8.56%	91.44%	8.68%	91.32%	14.9%	85.1%
2001	12.93%	87.07%	5.74%	94.26%	3.06%	96.94%	9.23%	90.77%	8.66%	91.34%	14.2%	85.8%
2002	13.77%	86.23%	5.99%	94.01%	3.01%	96.99%	9.21%	90.79%	9.09%	90.91%	13.5%	86.5%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-11. NPS Active Component Enlisted Accessions with High School Diplomas by Service with Civilian Comparison Group, FYs 1973-2002

FISCAL YEAR	SERVICE								18-24 YR OLD		
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		CIVILIANS*
	#	%	#	%	#	%	#	%	#	%	%
1973	98,618	58.18%	66,328	70.83%	21,829	44.60%	79,464	84.95%	266,239	65.64%	NA
1974	89,173	49.55%	61,879	68.72%	20,985	46.30%	63,001	85.86%	235,038	60.47%	NA
1975	103,566	57.44%	72,596	73.74%	26,804	46.92%	64,016	86.66%	266,982	65.16%	NA
1976	103,780	58.00%	71,406	78.14%	32,518	63.16%	65,017	90.83%	272,721	69.33%	NA
1977	131,786	60.76%	96,554	74.69%	41,338	71.79%	84,421	92.40%	354,099	71.52%	79.1%
1978	89,427	73.06%	56,851	72.83%	26,824	70.32%	57,509	85.78%	230,611	75.45%	78.7%
1979	82,437	64.26%	57,321	74.46%	28,136	72.65%	55,941	83.89%	223,835	72.05%	79.0%
1980	82,541	52.03%	65,132	73.57%	29,299	69.62%	59,747	83.57%	236,719	65.62%	78.9%
1981	82,902	75.91%	65,247	75.87%	28,569	73.57%	62,699	88.97%	239,417	78.62%	78.8%
1982	97,331	81.03%	62,364	77.86%	29,428	77.53%	63,476	94.33%	252,599	82.69%	79.2%
1983	111,464	84.03%	66,967	90.61%	31,221	85.24%	59,179	98.18%	268,831	88.59%	79.5%
1984	111,901	86.29%	71,255	92.35%	34,976	89.41%	58,349	98.73%	276,481	90.63%	80.0%
1985	102,615	86.17%	73,374	88.48%	30,765	90.35%	64,248	98.91%	271,002	90.03%	79.8%
1986	114,608	90.43%	75,264	85.22%	31,279	90.22%	63,353	98.91%	284,504	90.67%	80.5%
1987	109,835	91.24%	79,591	90.70%	30,292	90.35%	54,158	99.07%	273,876	92.42%	79.8%
1988	98,136	92.82%	81,875	91.20%	33,377	95.47%	40,394	99.06%	253,782	93.56%	79.9%
1989	99,347	88.63%	77,834	86.86%	31,158	94.59%	42,763	99.03%	251,102	90.38%	80.1%
1990	79,631	94.22%	63,257	89.65%	30,695	93.30%	35,421	99.08%	209,004	93.42%	79.0%
1991	74,830	96.38%	64,317	93.93%	28,399	95.83%	29,427	98.89%	196,973	95.85%	79.2%
1992	75,548	98.66%	56,234	96.19%	30,953	97.43%	34,331	98.60%	197,066	97.74%	79.9%
1993	68,778	93.02%	58,241	92.22%	33,361	96.04%	30,890	98.72%	191,270	94.17%	79.9%
1994	57,047	92.91%	49,968	93.41%	30,275	95.34%	29,351	98.64%	166,641	94.46%	80.1%
1995	53,866	93.84%	43,566	92.39%	30,315	94.89%	30,371	98.65%	158,118	94.52%	79.3%
1996	65,260	93.35%	42,168	91.38%	30,909	95.01%	30,198	98.85%	168,535	94.08%	78.7%
1997	68,173	90.02%	46,708	95.07%	32,669	96.23%	29,699	98.71%	177,249	93.83%	78.8%
1998	61,383	89.84%	44,001	94.17%	32,015	95.71%	31,087	98.58%	168,486	93.59%	78.8%
1999	59,074	88.16%	45,303	88.08%	31,489	95.43%	31,787	98.33%	167,653	91.23%	78.8%
2000	57,409	86.46%	43,731	88.64%	28,853	95.44%	32,473	98.81%	162,466	90.85%	78.8%
2001	57,657	83.43%	44,457	89.15%	28,939	95.99%	33,511	99.00%	164,564	89.94%	79.1%
2002	58,725	84.39%	39,732	91.34%	31,021	97.03%	36,135	99.14%	165,613	91.24%	79.4%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-12. NPS Active Component Enlisted Accessions by AFQT Category, FYs 1973-2002

FISCAL YEAR	AFQT CATEGORY												TOTAL	
	I		II		IIIA		IIIB		IV		Other/Unknown			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	14,759	3.64%	124,521	30.70%	95,526	23.55%	113,552	27.99%	51,525	12.70%	5,767	1.42%	405,650	100.00%
1974	9,051	2.33%	103,422	26.61%	89,018	22.90%	115,617	29.74%	38,853	10.00%	32,757	8.43%	388,718	100.00%
1975	13,507	3.30%	131,647	32.13%	109,515	26.73%	121,399	29.63%	25,962	6.34%	7,728	1.89%	409,758	100.00%
1976	17,700	4.50%	137,534	34.96%	100,410	25.53%	116,895	29.72%	19,467	4.95%	1,356	0.34%	393,362	100.00%
1977*	19,708	3.98%	89,437	18.06%	57,888	11.69%	105,454	21.30%	134,181	27.10%	88,441	17.86%	495,109	100.00%
1978*	13,798	4.51%	68,383	22.37%	46,061	15.07%	80,886	26.46%	83,340	27.27%	13,176	4.31%	305,644	100.00%
1979*	12,005	3.86%	61,779	19.89%	44,009	14.17%	84,575	27.22%	101,707	32.74%	6,604	2.13%	310,679	100.00%
1980*	17,952	4.98%	72,417	20.07%	85,462	23.69%	152,157	42.18%	31,380	8.70%	1,377	0.38%	360,745	100.00%
1981*	13,381	4.39%	77,396	25.42%	53,263	17.49%	94,720	31.11%	64,729	21.26%	1,017	0.33%	304,506	100.00%
1982	15,108	4.95%	86,120	28.19%	57,559	18.84%	99,075	32.43%	46,438	15.20%	1,159	0.38%	305,459	100.00%
1983	17,569	5.79%	94,318	31.08%	62,542	20.61%	95,344	31.42%	32,449	10.69%	1,239	0.41%	303,461	100.00%
1984	17,667	5.79%	94,876	31.10%	65,017	21.31%	97,593	31.99%	28,857	9.46%	1,053	0.35%	305,063	100.00%
1985	13,961	4.64%	97,461	32.38%	69,801	23.19%	96,134	31.94%	22,699	7.54%	961	0.32%	301,017	100.00%
1986	11,842	3.77%	105,323	33.57%	78,679	25.07%	101,937	32.49%	15,265	4.86%	731	0.23%	313,777	100.00%
1987	13,774	4.65%	106,756	36.03%	77,866	26.28%	83,414	28.15%	13,922	4.70%	593	0.20%	296,325	100.00%
1988	12,007	4.43%	97,046	35.78%	71,242	26.26%	76,249	28.11%	13,361	4.93%	1,339	0.49%	271,244	100.00%
1989	10,827	3.90%	94,554	34.03%	73,504	26.46%	78,967	28.42%	17,802	6.41%	2,166	0.78%	277,820	100.00%
1990	9,293	4.15%	79,711	35.63%	63,079	28.19%	63,357	28.32%	6,830	3.05%	1,455	0.65%	223,725	100.00%
1991	9,527	4.64%	79,694	38.78%	58,873	28.65%	54,521	26.53%	1,075	0.52%	1,811	0.88%	205,501	100.00%
1992	9,419	4.67%	80,609	39.98%	60,887	30.20%	49,460	24.53%	374	0.19%	873	0.43%	201,622	100.00%
1993	8,996	4.43%	77,387	38.10%	58,014	28.56%	56,228	27.68%	1,628	0.80%	862	0.42%	203,115	100.00%
1994	8,391	4.76%	66,789	37.86%	49,430	28.02%	49,892	28.28%	1,207	0.68%	700	0.40%	176,409	100.00%
1995	8,157	4.88%	62,280	37.23%	46,777	27.96%	48,099	28.75%	1,114	0.67%	860	0.51%	167,287	100.00%
1996	8,427	4.70%	65,343	36.48%	48,981	27.34%	53,782	30.02%	1,325	0.74%	1,274	0.71%	179,132	100.00%
1997	8,045	4.26%	67,619	35.80%	53,387	28.26%	57,180	30.27%	1,794	0.95%	870	0.46%	188,895	100.00%
1998	7,728	4.29%	62,029	34.45%	51,810	28.78%	55,914	31.06%	1,864	1.04%	686	0.38%	180,031	100.00%
1999	7,000	3.81%	61,027	33.21%	51,545	28.05%	60,563	32.96%	2,589	1.41%	1,044	0.57%	183,768	100.00%
2000	6,854	3.81%	59,543	33.30%	51,254	28.66%	59,189	33.10%	1,231	0.69%	762	0.43%	178,833	100.00%
2001	7,054	3.86%	61,329	33.52%	52,161	28.51%	60,250	32.93%	1,562	0.85%	620	0.34%	182,976	100.00%
2002	8,905	4.91%	65,067	35.85%	51,922	28.61%	53,797	29.64%	1,320	0.73%	499	0.27%	181,510	100.01%

* Values reflect ASVAB misnorming.

Rows may not add to totals due to rounding.

Table D-13. High Quality* NPS Active Component Enlisted Accessions by Service, FYs 1973-2002

FISCAL YEAR	SERVICE								TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE			
	#	%	#	%	#	%	#	%	#	%
1973	63,476	37.4%	43,174	46.1%	12,190	24.9%	54,751	58.5%	173,591	42.8%
1974	55,770	31.0%	39,526	43.9%	12,999	28.7%	43,144	58.8%	151,439	39.0%
1975	68,464	38.0%	48,535	49.3%	18,320	32.1%	46,819	63.4%	182,138	44.5%
1976	64,739	36.2%	51,465	56.3%	22,920	44.5%	51,891	72.5%	191,015	48.6%
1977**	39,688	18.3%	42,360	32.8%	14,097	24.5%	38,128	41.7%	134,273	27.1%
1978**	28,496	23.3%	29,270	37.5%	10,961	28.7%	31,980	47.7%	100,707	33.0%
1979**	23,747	18.5%	27,710	36.0%	10,586	27.3%	28,850	43.3%	90,893	29.3%
1980**	32,483	20.5%	38,982	44.0%	14,705	34.9%	39,776	55.6%	125,946	34.9%
1981**	30,258	27.7%	34,968	40.7%	14,179	36.5%	36,241	51.4%	115,646	38.0%
1982	45,300	37.7%	34,906	43.6%	15,246	40.2%	37,653	56.0%	133,105	43.6%
1983	58,062	43.8%	39,021	52.8%	16,592	45.3%	39,452	65.5%	153,127	50.5%
1984	59,342	45.8%	40,771	52.8%	18,161	46.4%	40,744	68.9%	159,018	52.1%
1985	58,328	49.0%	40,201	48.5%	16,567	48.7%	43,371	66.8%	158,467	52.7%
1986	65,880	52.0%	41,084	46.5%	20,513	59.2%	43,925	68.6%	171,402	54.6%
1987	69,676	57.9%	45,676	52.1%	20,630	61.5%	41,374	75.7%	177,356	59.9%
1988	61,836	58.5%	46,294	51.6%	22,399	64.1%	33,105	81.2%	163,634	60.4%
1989	60,242	53.7%	41,949	46.8%	20,689	62.8%	35,825	83.0%	158,705	57.1%
1990	51,749	61.2%	37,708	53.4%	20,130	61.2%	30,151	84.3%	139,738	62.4%
1991	55,353	71.3%	41,035	59.9%	19,451	65.6%	25,135	84.5%	140,974	68.6%
1992	58,514	76.4%	37,760	64.6%	21,872	68.8%	29,274	84.1%	147,420	73.1%
1993	47,741	64.6%	39,797	63.0%	22,734	65.4%	24,638	78.7%	134,910	66.4%
1994	39,329	64.1%	33,526	62.7%	20,045	63.1%	23,588	79.3%	116,488	66.0%
1995	36,494	63.6%	28,059	59.5%	19,842	62.1%	25,355	82.4%	109,750	65.6%
1996	42,595	60.9%	26,935	58.4%	20,054	61.7%	24,702	80.9%	114,286	63.8%
1997	43,754	57.6%	30,165	61.4%	20,974	61.8%	23,314	77.4%	118,207	62.5%
1998	38,696	56.6%	27,334	58.5%	20,134	60.2%	23,469	74.4%	109,633	60.9%
1999	34,990	52.2%	27,376	53.2%	19,726	59.8%	23,339	72.2%	105,431	57.4%
2000	35,569	53.6%	25,964	52.6%	18,021	59.6%	22,864	69.6%	102,418	57.3%
2001	36,262	52.5%	26,049	52.2%	18,211	60.4%	24,438	72.2%	104,960	57.4%
2002	39,841	57.3%	24,859	57.2%	20,607	64.5%	27,236	74.7%	112,543	62.0%

* High quality individuals are high school graduates who are in AFQT categories I through IIIA.

** Values reflect ASVAB misnorming.

Table D-14. NPS Active Component Enlisted Accessions by Geographical Region, FYs 1973-2002

FISCAL YEAR	GEOGRAPHICAL REGION										TOTAL	
	NORTHEAST		NORTH CENTRAL		SOUTH		WEST		OTHER			
	#	%	#	%	#	%	#	%	#	%	#	%
1973	73,483	18.1%	110,341	27.2%	143,050	35.3%	75,895	18.7%	2,881	0.7%	405,650	100.00%
1974	67,411	17.3%	97,988	25.2%	144,099	37.1%	75,213	19.3%	4,007	1.0%	388,718	100.00%
1975	81,796	20.0%	108,691	26.5%	138,550	33.8%	77,237	18.8%	3,484	0.9%	409,758	100.00%
1976	82,137	20.9%	109,656	27.9%	123,670	31.4%	74,163	18.9%	3,736	0.9%	393,362	100.00%
1977	109,749	22.2%	132,362	26.7%	159,027	32.1%	88,674	17.9%	5,297	1.1%	495,109	100.00%
1978	65,893	21.6%	75,726	24.8%	108,162	35.4%	50,936	16.7%	4,927	1.6%	305,644	100.00%
1979	64,710	20.8%	75,325	24.2%	113,320	36.5%	52,024	16.7%	5,300	1.7%	310,679	100.00%
1980	74,806	20.7%	94,045	26.1%	122,158	33.9%	64,150	17.8%	5,586	1.5%	360,745	100.00%
1981	62,772	20.6%	82,844	27.2%	102,365	33.6%	52,462	17.2%	4,063	1.3%	304,506	100.00%
1982	63,433	20.8%	86,216	28.2%	100,906	33.0%	51,019	16.7%	3,885	1.3%	305,459	100.00%
1983	60,335	19.9%	86,134	28.4%	101,003	33.3%	52,562	17.3%	3,427	1.1%	303,461	100.00%
1984	55,059	18.0%	87,977	28.8%	104,689	34.3%	53,343	17.5%	3,995	1.3%	305,063	100.00%
1985	59,118	19.6%	83,273	27.7%	102,097	33.9%	53,034	17.6%	3,495	1.2%	301,017	100.00%
1986	56,079	17.9%	84,710	27.0%	110,384	35.2%	59,319	18.9%	3,285	1.0%	313,777	100.00%
1987	49,030	16.5%	79,799	26.9%	108,117	36.5%	56,613	19.1%	2,766	0.9%	296,325	100.00%
1988	41,553	15.3%	71,881	26.5%	103,424	38.1%	51,926	19.1%	2,460	0.9%	271,244	100.00%
1989	38,660	13.9%	70,773	25.5%	110,103	39.6%	53,745	19.3%	4,539	1.6%	277,820	100.00%
1990	32,783	14.7%	56,002	25.0%	91,168	40.8%	41,606	18.6%	2,166	1.0%	223,725	100.00%
1991	30,949	15.1%	50,828	24.7%	83,159	40.5%	38,759	18.9%	1,806	0.9%	205,501	100.00%
1992	30,285	15.0%	48,191	23.9%	83,919	41.6%	37,868	18.8%	1,359	0.7%	201,622	100.00%
1993	30,243	14.9%	47,291	23.3%	84,796	41.7%	39,607	19.5%	1,178	0.6%	203,115	100.00%
1994	26,388	15.0%	39,461	22.4%	74,308	42.1%	34,942	19.8%	1,310	0.7%	176,409	100.00%
1995	25,865	15.5%	32,778	19.6%	71,184	42.6%	34,377	20.5%	3,083	1.8%	167,287	100.00%
1996	28,240	15.8%	36,535	20.4%	75,113	41.9%	37,656	21.0%	1,589	0.9%	179,133	100.00%
1997	29,302	15.5%	37,899	20.1%	79,316	42.0%	40,339	21.4%	2,039	1.1%	188,895	100.00%
1998	26,878	14.9%	34,574	19.2%	76,302	42.4%	40,164	22.3%	2,113	1.2%	180,031	100.00%
1999	27,568	15.0%	35,396	19.3%	77,201	42.0%	41,012	22.3%	2,591	1.4%	183,768	100.00%
2000	25,535	14.3%	34,801	19.5%	74,708	41.8%	40,369	22.6%	3,420	1.9%	178,833	100.00%
2001	25,298	13.8%	36,906	20.2%	77,565	42.4%	41,198	22.5%	2,009	1.1%	182,976	100.00%
2002	25,342	14.0%	37,646	20.7%	75,071	41.4%	41,680	23.0%	1,771	1.0%	181,510	100.00%

Table D-15. Active Component Enlisted Strength, FYs 1964, 1973-2002 (in Thousands B-23)

FISCAL YEAR	SERVICE				TOTAL DoD
	ARMY	NAVY	MARINE CORPS	AIR FORCE	
1964	860.5	585.4	172.9	720.6	2329.4
1973	682.0	490.0	176.8	571.8	1921.0
1974	674.5	475.5	170.1	529.1	1849.0
1975	678.3	466.1	177.4	503.2	1825.0
1976	677.7	457.7	173.5	481.2	1790.1
1977	680.1	462.2	173.1	469.9	1785.2
1978	669.6	463.2	172.4	469.9	1775.0
1979	657.2	457.1	167.0	458.9	1740.3
1980	673.9	459.6	170.3	455.9	1759.7
1981	675.1	470.2	172.3	466.5	1784.0
1982	672.7	481.2	173.4	476.5	1803.8
1983	669.4	484.6	174.1	483.0	1811.1
1984	667.7	491.3	175.9	486.4	1821.3
1985	666.6	495.4	177.9	488.6	1828.5
1986	666.7	504.4	178.6	494.7	1844.3
1987	668.4	510.2	177.0	495.2	1853.3
1988	660.4	515.6	177.3	466.9	1820.1
1989	658.3	515.9	176.9	462.8	1813.9
1990	623.5	501.5	176.5	430.8	1732.4
1991	602.6	494.5	174.1	409.4	1680.5
1992	511.3	467.5	165.2	375.7	1519.8
1993	480.3	438.9	160.1	356.1	1435.4
1994	451.4	401.7	156.3	341.3	1350.7
1995	421.5	370.9	156.8	317.9	1267.2
1996	405.1	354.1	157.0	308.6	1224.9
1997	408.1	334.2	156.2	299.4	1197.9
1998	402.0	322.1	155.3	291.6	1170.9
1999	396.2	314.3	154.8	286.2	1151.4
2000	402.2	314.1	155.0	282.3	1153.6
2001	400.3	318.1	154.7	280.3	1153.4
2002	406.2	324.7	155.6	292.5	1179.0

Table D-16. Mean Age and Months of Service of Active Component Enlisted Members, FYs 1973-2002

FISCAL YEAR	MEAN AGE	MEAN MONTHS OF SERVICE
1973	25.02	69.82
1974	24.97	69.59
1975	24.92	68.17
1976	24.93	67.60
1977	24.93	66.52
1978	25.01	67.26
1979	25.07	67.74
1980	25.01	66.51
1981	25.14	67.07
1982	25.37	68.63
1983	25.56	69.99
1984	25.69	71.09
1985	25.81	72.29
1986	25.92	73.12
1987	26.09	74.76
1988	26.26	76.73
1989	26.36	78.01
1990	26.66	81.77
1991	26.95	84.80
1992	27.08	86.35
1993	27.21	87.70
1994	27.33	89.58
1995	27.36	89.33
1996	27.41	89.64
1997	27.41	89.20
1998	27.34	88.37
1999	27.26	87.28
2000	27.10	85.53
2001	27.03	84.38
2002	27.07	84.13

Table D-17. Black Active Component Enlisted Members by Service with Civilian Comparison Group, FYs 1973-2002

FISCAL YEAR	SERVICE								TOTAL DoD		18-44 YR OLD CIVILIANS
	ARMY		NAVY		MARINE CORPS		AIR FORCE		#	%	%
	#	%	#	%	#	%	#	%			
1973	125,538	18.41%	37,569	7.67%	29,862	16.92%	76,614	13.40%	269,583	14.04%	NA
1974	143,449	21.27%	39,905	8.41%	30,757	18.08%	75,225	14.22%	289,336	15.65%	NA
1975	150,458	22.19%	36,593	7.86%	32,128	18.11%	73,209	14.55%	292,388	16.03%	NA
1976	159,531	23.55%	35,940	7.87%	29,366	16.92%	70,435	14.64%	295,272	16.50%	NA
1977	178,945	26.31%	39,755	8.61%	30,194	17.44%	68,569	14.59%	317,463	17.79%	10.6%
1978	194,700	29.09%	43,209	9.35%	32,597	18.91%	69,619	14.82%	340,125	19.17%	10.8%
1979	210,802	32.09%	48,417	10.61%	35,693	21.38%	72,224	15.74%	367,136	21.11%	10.7%
1980	221,442	32.87%	52,687	11.49%	38,161	22.41%	74,495	16.33%	386,785	21.99%	10.7%
1981	223,817	33.17%	56,292	12.00%	37,919	22.00%	77,800	16.65%	395,828	22.20%	10.7%
1982	220,129	32.73%	59,832	12.47%	37,499	21.40%	81,291	17.05%	398,751	22.10%	10.9%
1983	210,345	31.43%	62,072	12.84%	35,830	20.47%	82,190	17.00%	390,437	21.56%	11.1%
1984	203,669	30.51%	64,322	13.13%	35,057	19.93%	82,429	16.95%	385,477	21.18%	11.1%
1985	198,981	29.87%	67,020	13.52%	36,112	20.30%	83,751	17.14%	385,864	21.11%	11.1%
1986	197,820	29.67%	71,719	14.22%	36,717	20.55%	85,525	17.29%	391,781	21.24%	11.2%
1987	200,243	29.96%	77,366	15.09%	37,217	20.73%	85,755	17.32%	400,581	21.59%	11.2%
1988	201,049	30.45%	81,784	15.90%	37,023	20.88%	82,028	17.57%	401,884	22.10%	11.2%
1989	205,808	31.27%	87,286	16.97%	36,700	20.76%	80,457	17.38%	410,251	22.64%	11.3%
1990	200,300	32.12%	88,904	17.73%	36,482	20.66%	76,047	17.65%	401,733	23.19%	13.9%
1991	191,516	31.79%	87,807	17.76%	34,801	19.99%	71,074	17.36%	385,198	22.92%	11.5%
1992	161,237	31.53%	83,442	17.85%	31,319	18.95%	64,394	17.14%	340,392	22.40%	11.5%
1993	147,526	30.71%	78,456	17.88%	28,747	17.96%	60,158	16.89%	314,887	21.94%	11.6%
1994	136,800	30.31%	72,712	18.10%	27,038	17.29%	57,418	16.82%	293,968	21.76%	11.8%
1995	127,056	30.14%	69,285	18.68%	26,654	17.00%	53,811	16.92%	276,806	21.84%	12.1%
1996	121,085	29.89%	67,591	19.09%	26,329	16.77%	52,592	17.04%	267,597	21.85%	12.0%
1997	121,138	29.68%	65,276	19.53%	26,205	16.78%	52,069	17.39%	264,688	22.10%	12.3%
1998	118,420	29.46%	64,148	19.92%	25,837	16.64%	51,793	17.76%	260,198	22.22%	12.3%
1999	116,391	29.38%	63,645	20.25%	25,591	16.53%	51,597	18.03%	257,224	22.34%	12.6%
2000	116,925	29.07%	64,813	20.64%	25,119	16.20%	51,988	18.42%	258,845	22.44%	12.4%
2001	115,698	28.90%	66,982	21.05%	24,484	15.83%	51,762	18.47%	258,926	22.45%	12.7%
2002	111,803	27.53%	68,043	20.96%	23,599	15.17%	53,006	18.12%	256,451	21.75%	12.6%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-18. Hispanic Active Component Enlisted Members by Service with Civilian Comparison Group, FYs 1973-2002

FISCAL YEAR	SERVICE								18-44 YR OLD		
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		CIVILIANS
	#	%	#	%	#	%	#	%	#	%	%
1973	0	0.00%	22,536	4.66%	0	0.00%	0	0.00%	22,536	1.17%	NA
1974	0	0.00%	22,414	4.72%	0	0.00%	1	0.00%	22,415	1.21%	NA
1975	0	0.00%	13,552	2.91%	0	0.00%	11,757	2.34%	25,309	1.39%	NA
1976	23,543	3.47%	14,033	3.07%	6,496	3.74%	12,492	2.60%	56,564	3.16%	NA
1977	24,822	3.65%	13,780	2.99%	9,625	5.56%	14,551	3.10%	62,778	3.52%	5.2%
1978	26,008	3.89%	12,836	2.78%	10,635	6.17%	16,378	3.49%	65,857	3.71%	5.4%
1979	27,375	4.17%	12,680	2.78%	10,496	6.29%	17,153	3.74%	67,704	3.89%	5.5%
1980	29,553	4.39%	13,263	2.89%	10,178	5.98%	17,512	3.84%	70,506	4.01%	5.8%
1981	30,118	4.46%	14,497	3.09%	9,453	5.49%	18,308	3.92%	72,376	4.06%	6.0%
1982	30,012	4.46%	15,132	3.15%	8,837	5.04%	18,861	3.96%	72,842	4.04%	6.1%
1983	27,816	4.16%	16,577	3.43%	8,642	4.94%	19,070	3.94%	72,105	3.98%	6.1%
1984	26,704	4.00%	17,641	3.60%	8,616	4.90%	18,916	3.89%	71,877	3.95%	6.1%
1985	25,823	3.88%	18,666	3.77%	8,786	4.94%	18,745	3.84%	72,020	3.94%	6.8%
1986	26,436	3.97%	20,700	4.10%	9,228	5.16%	18,435	3.73%	74,799	4.06%	7.4%
1987	27,054	4.05%	23,616	4.61%	9,953	5.54%	18,491	3.73%	79,114	4.26%	7.8%
1988	27,247	4.13%	25,795	5.02%	10,717	6.04%	17,546	3.76%	81,305	4.47%	8.1%
1989	27,818	4.23%	28,578	5.56%	12,100	6.85%	17,352	3.75%	85,848	4.74%	8.4%
1990	27,546	4.42%	30,326	6.05%	12,890	7.30%	16,458	3.82%	87,220	5.03%	8.6%
1991	27,061	4.49%	32,101	6.49%	13,200	7.58%	15,504	3.79%	87,866	5.23%	8.9%
1992	24,354	4.76%	32,664	6.99%	13,089	7.92%	14,202	3.78%	84,309	5.55%	9.1%
1993	24,423	5.08%	31,535	7.19%	13,653	8.53%	13,536	3.80%	83,147	5.79%	9.2%
1994	24,037	5.33%	28,644	7.13%	14,312	9.15%	13,440	3.94%	80,433	5.95%	10.6%
1995	23,685	5.62%	28,136	7.59%	15,853	10.11%	13,258	4.17%	80,932	6.39%	10.9%
1996	25,169	6.21%	28,760	8.12%	17,291	11.01%	13,715	4.44%	84,935	6.93%	11.2%
1997	28,447	6.97%	28,539	8.54%	18,083	11.58%	14,296	4.78%	89,365	7.46%	11.9%
1998	30,690	7.63%	29,043	9.02%	19,054	12.27%	14,778	5.07%	93,565	7.99%	12.5%
1999	32,963	8.32%	29,653	9.44%	19,984	12.91%	15,301	5.35%	97,901	8.50%	12.5%
2000	36,646	9.11%	31,188	9.93%	20,911	13.49%	15,528	5.50%	104,273	9.04%	13.1%
2001	38,937	9.73%	33,316	10.47%	21,636	13.99%	15,598	5.57%	109,487	9.49%	13.4%
2002	42,354	10.43%	35,357	10.89%	22,156	14.24%	17,591	6.01%	117,458	9.96%	13.9%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-19. Female Active Component Enlisted Members by Service with Civilian Comparison Group, FYs 1964, 1970-2002

FISCAL YEAR	SERVICE								18-44 YR OLD		
	ARMY		NAVY		MARINE CORPS		AIR FORCE		DoD		CIVILIANS
	#	%	#	%	#	%	#	%	#	%	%
1964*	7,958	0.9%	4,863	0.8%	1,320	0.8%	4,845	0.7%	18,986	0.8%	NA
1970	11,476	1.0%	5,366	0.9%	2,119	0.9%	8,987	1.4%	27,948	1.1%	NA
1971	11,825	1.2%	5,476	1.0%	1,981	1.0%	10,132	1.6%	29,414	1.2%	NA
1972	12,349	1.8%	5,723	1.1%	2,066	1.2%	11,725	2.0%	31,863	1.6%	NA
1973	16,448	2.4%	8,835	1.8%	1,973	1.1%	15,022	2.6%	42,278	2.2%	NA
1974	26,320	3.9%	13,143	2.8%	2,402	1.4%	19,463	3.7%	61,328	3.3%	NA
1975	37,703	5.6%	17,357	3.7%	2,841	1.6%	25,232	5.0%	83,133	4.6%	NA
1976	43,806	6.5%	19,194	4.2%	3,065	1.8%	29,235	6.1%	95,300	5.3%	NA
1977	46,093	6.8%	19,210	4.2%	3,509	2.0%	34,609	7.4%	103,421	5.8%	41.8%
1978	50,288	7.5%	20,937	4.5%	4,652	2.7%	40,710	8.7%	116,587	6.6%	42.5%
1979	54,815	8.3%	24,751	5.4%	5,501	3.3%	45,954	10.0%	131,021	7.5%	43.0%
1980	61,349	9.1%	29,806	6.5%	6,219	3.7%	51,397	11.3%	148,771	8.5%	43.4%
1981	64,877	9.6%	34,348	7.3%	7,090	4.1%	53,902	11.5%	160,217	9.0%	43.7%
1982	64,261	9.6%	37,024	7.7%	7,874	4.5%	54,064	11.3%	163,223	9.0%	44.0%
1983	66,056	9.9%	39,873	8.3%	8,286	4.7%	54,864	11.4%	169,079	9.3%	44.3%
1984	66,664	10.0%	41,579	8.5%	8,577	4.9%	55,339	11.4%	172,159	9.5%	44.5%
1985	67,930	10.2%	44,492	9.0%	9,041	5.1%	57,586	11.8%	179,049	9.8%	44.9%
1986	69,200	10.4%	45,602	9.0%	9,246	5.2%	60,694	12.3%	184,742	10.0%	45.1%
1987	71,136	10.6%	45,938	9.0%	9,140	5.1%	62,666	12.7%	188,880	10.2%	45.4%
1988	71,519	10.8%	47,539	9.2%	8,959	5.1%	60,981	13.1%	188,998	10.4%	45.5%
1989	73,780	11.2%	49,602	9.6%	8,975	5.1%	63,175	13.7%	195,532	10.8%	45.7%
1990	70,741	11.4%	49,275	9.8%	8,647	4.9%	60,250	14.0%	188,913	10.9%	45.7%
1991	67,229	11.2%	48,172	9.7%	8,278	4.8%	58,540	14.3%	182,219	10.8%	45.5%
1992	61,211	12.0%	47,688	10.2%	7,704	4.7%	55,598	14.8%	172,201	11.3%	45.6%
1993	59,668	12.4%	45,919	10.5%	7,228	4.5%	53,940	15.1%	166,755	11.6%	45.7%
1994	58,395	12.9%	44,339	11.0%	7,029	4.5%	53,433	15.7%	163,196	12.1%	46.1%
1995	56,666	13.4%	44,375	12.0%	7,402	4.7%	51,478	16.2%	159,921	12.6%	46.2%
1996	58,084	14.3%	43,240	12.2%	7,823	5.0%	52,129	16.9%	161,276	13.2%	46.4%
1997	61,661	15.1%	41,309	12.4%	8,499	5.4%	53,167	17.8%	164,636	13.7%	46.5%
1998	60,830	15.1%	41,367	12.8%	8,925	5.7%	53,542	18.4%	164,664	14.1%	46.4%
1999	60,283	15.2%	41,399	13.2%	9,276	6.0%	53,968	18.9%	164,926	14.3%	46.5%
2000	62,491	15.5%	42,750	13.6%	9,499	6.1%	54,344	19.3%	169,084	14.7%	46.6%
2001	62,827	15.7%	44,630	14.0%	9,552	6.2%	54,856	19.6%	171,865	14.9%	46.5%
2002	62,806	15.5%	46,490	14.3%	9,459	6.1%	57,957	19.8%	176,712	15.0%	46.4%

* FY 1964 was the last pre-Vietnam conscription year.

OASD(FMP)(MPP)(AP). Service data 1973-present from the Defense Manpower Data Center.

Table D-20. Active Component Enlisted Members by Marital Status* and Service with Civilian Comparison Group, FYs 1973-2002

FISCAL YEAR	SERVICE								18-44 YR OLD			
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		CIVILIANS	
	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried
1973	24.40%	75.60%	38.80%	61.20%	34.70%	65.30%	61.60%	38.40%	40.10%	59.90%	NA	NA
1974	29.70%	70.30%	41.00%	59.00%	36.00%	64.00%	62.90%	37.10%	42.70%	57.30%	NA	NA
1975	38.00%	62.00%	39.30%	60.70%	33.48%	66.52%	64.10%	35.90%	45.20%	54.80%	NA	NA
1976	45.20%	54.80%	40.90%	59.10%	34.20%	65.80%	64.90%	35.10%	48.30%	51.70%	NA	NA
1977	47.80%	52.20%	44.80%	55.20%	33.40%	66.60%	63.40%	36.60%	49.70%	50.30%	64.3%	35.7%
1978	47.80%	52.20%	43.40%	56.60%	32.70%	67.30%	62.00%	38.00%	49.00%	51.00%	63.0%	37.0%
1979	47.70%	52.30%	42.20%	57.80%	31.40%	68.60%	60.50%	39.50%	48.10%	51.90%	62.5%	37.5%
1980	46.30%	53.70%	40.70%	59.30%	30.60%	69.40%	58.90%	41.10%	46.60%	53.40%	61.3%	38.7%
1981	47.30%	52.70%	40.90%	59.10%	31.10%	68.90%	58.10%	41.90%	46.90%	53.10%	60.4%	39.6%
1982	49.10%	50.90%	43.10%	56.90%	34.50%	65.50%	58.60%	41.40%	48.60%	51.40%	59.9%	40.1%
1983	50.40%	49.60%	44.40%	55.60%	38.10%	61.90%	60.10%	39.90%	50.20%	49.80%	59.3%	40.7%
1984	51.10%	48.90%	45.60%	54.40%	39.80%	60.20%	60.70%	39.30%	51.10%	48.90%	59.2%	40.8%
1985	51.00%	49.00%	45.70%	54.30%	41.20%	58.80%	60.70%	39.30%	51.20%	48.80%	59.1%	40.9%
1986	51.50%	48.50%	45.90%	54.10%	41.90%	58.10%	61.00%	39.00%	51.60%	48.40%	59.0%	41.0%
1987	52.10%	47.90%	47.00%	53.00%	42.70%	57.30%	61.40%	38.60%	52.30%	47.70%	59.0%	41.0%
1988	53.00%	47.00%	47.20%	52.80%	43.20%	56.80%	63.20%	36.80%	53.00%	47.00%	58.5%	41.5%
1989	53.30%	46.70%	47.10%	52.90%	43.60%	56.40%	63.60%	36.40%	53.20%	46.80%	55.8%	44.2%
1990	54.60%	45.40%	48.70%	51.30%	44.20%	55.80%	65.20%	34.80%	54.50%	45.50%	55.9%	44.1%
1991	54.80%	45.20%	49.90%	50.10%	45.10%	54.90%	66.30%	33.70%	55.10%	44.90%	55.7%	44.3%
1992	52.90%	47.10%	51.20%	48.80%	45.80%	54.20%	66.30%	33.70%	54.90%	45.10%	55.1%	44.9%
1993	56.20%	43.80%	52.50%	47.50%	44.90%	55.10%	66.90%	33.10%	56.40%	43.60%	55.0%	45.0%
1994	57.18%	42.82%	54.25%	45.75%	44.57%	55.43%	67.12%	32.88%	57.36%	42.64%	54.9%	45.1%
1995	57.24%	42.76%	55.37%	44.63%	44.36%	55.64%	65.95%	34.05%	57.29%	42.71%	54.9%	45.2%
1996	55.99%	44.01%	55.47%	44.53%	43.61%	56.39%	65.18%	34.82%	56.57%	43.43%	54.3%	45.7%
1997	53.96%	46.04%	55.41%	44.59%	42.51%	57.49%	64.13%	35.87%	55.41%	44.59%	53.4%	46.6%
1998	52.07%	47.93%	52.39%	47.61%	41.46%	58.54%	62.56%	37.44%	53.36%	46.64%	52.4%	47.6%
1999	51.22%	48.78%	48.46%	51.54%	40.82%	59.18%	61.10%	38.90%	51.52%	48.48%	52.1%	48.0%
2000	49.66%	50.34%	45.80%	54.20%	40.25%	59.75%	59.37%	40.63%	49.72%	50.28%	51.5%	48.5%
2001	48.51%	51.49%	43.80%	56.20%	40.28%	59.72%	57.05%	42.95%	48.18%	51.82%	51.0%	49.0%
2002	48.94%	51.06%	44.93%	55.07%	40.72%	59.28%	55.93%	44.07%	48.49%	51.51%	50.9%	49.1%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

* Affected by large number of unknowns in FYs 1973-1976. Because most unknowns were in their first year of service, and unlikely to be married, they were coded as unmarried in calculating the percentage.

Table D-21. Active Component Officer Accessions, FYs 1973-2002

FISCAL YEAR	SERVICE				TOTAL DoD
	ARMY	NAVY	MARINE CORPS	AIR FORCE	
1973	10,928	7,369	2,631	10,635	31,563
1974	8,282	6,503	1,969	8,548	25,302
1975	8,065	5,637	2,216	7,685	23,603
1976	7,943	5,912	2,035	6,097	21,987
1977	7,863	5,718	1,689	6,324	21,594
1978	9,109	5,423	1,613	7,494	23,639
1979	8,579	5,740	1,624	10,132	26,075
1980	8,055	6,015	1,522	9,450	25,042
1981	8,254	6,707	1,506	8,086	24,553
1982	7,248	6,262	1,784	8,700	23,994
1983	7,618	6,626	1,923	9,034	25,201
1984	8,185	5,405	1,627	9,170	24,387
1985	8,051	6,942	1,407	9,109	25,509
1986	7,564	6,772	1,592	7,727	23,655
1987	6,794	5,781	1,374	6,731	20,680
1988	6,818	5,921	1,351	6,679	20,769
1989	7,457	5,944	1,652	7,427	22,480
1990	6,457	6,184	1,384	5,276	19,301
1991	5,531	4,814	1,292	5,035	16,672
1992	5,269	4,851	1,377	4,732	16,229
1993	5,104	3,992	1,040	4,683	14,819
1994	5,703	4,051	1,221	4,755	15,730
1995	5,578	4,041	1,257	4,870	15,746
1996	4,964	3,858	1,565	4,566	14,953
1997	5,736	3,981	1,428	4,573	15,718
1998	5,381	4,007	1,443	4,763	15,594
1999	5,303	4,518	1,446	5,090	16,357
2000	5,820	4,801	1,470	5,457	17,548
2001	5,937	5,022	1,411	5,211	17,581
2002	6,423	5,340	2,042	7,713	21,518

Table D-22. Black Active Component Officer Accessions by Service with Civilian Comparison Group, FYs 1973-2002

FISCAL YEAR	SERVICE								CIVILIAN		
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		COLLEGE GRADS
	#	%	#	%	#	%	#	%	#	%	%
1973	267	2.44%	189	2.56%	111	4.22%	328	3.08%	895	2.84%	NA
1974	211	2.55%	136	2.09%	103	5.23%	401	4.69%	851	3.36%	NA
1975	312	3.87%	123	2.18%	135	6.09%	344	4.48%	914	3.87%	NA
1976	469	5.90%	151	2.55%	107	5.26%	369	6.05%	1,096	4.98%	NA
1977	675	8.58%	224	3.92%	69	4.09%	485	7.67%	1,453	6.73%	5.5%
1978	652	7.16%	209	3.85%	61	3.78%	568	7.58%	1,490	6.30%	5.5%
1979	580	6.76%	165	2.87%	67	4.13%	845	8.34%	1,657	6.35%	5.8%
1980	522	6.48%	195	3.24%	52	3.42%	674	7.13%	1,443	5.76%	5.8%
1981	505	6.12%	215	3.21%	58	3.85%	487	6.02%	1,265	5.15%	5.9%
1982	550	7.59%	232	3.70%	70	3.92%	626	7.20%	1,478	6.16%	5.9%
1983	490	6.43%	268	4.04%	118	6.14%	712	7.88%	1,588	6.30%	6.1%
1984	848	10.36%	224	4.14%	96	5.90%	560	6.11%	1,728	7.09%	6.5%
1985	927	11.51%	319	4.60%	89	6.33%	483	5.30%	1,818	7.13%	6.4%
1986	868	11.48%	277	4.09%	78	4.90%	353	4.57%	1,576	6.66%	6.6%
1987	792	11.66%	245	4.24%	79	5.75%	339	5.04%	1,455	7.04%	6.8%
1988	782	11.47%	301	5.08%	70	5.18%	413	6.18%	1,566	7.54%	7.1%
1989	855	11.47%	308	5.18%	102	6.17%	425	5.72%	1,690	7.52%	7.0%
1990	766	11.86%	414	6.69%	66	4.77%	311	5.89%	1,557	8.07%	6.9%
1991	621	11.23%	274	5.69%	54	4.18%	281	5.58%	1,230	7.38%	6.9%
1992	515	9.77%	294	6.06%	75	5.45%	232	4.90%	1,116	6.88%	6.6%
1993	443	8.68%	262	6.56%	73	7.02%	313	6.68%	1,091	7.36%	6.8%
1994	619	10.85%	326	8.05%	96	7.86%	231	4.86%	1,272	8.09%	7.4%
1995	563	10.09%	317	7.84%	96	7.64%	270	5.54%	1,246	7.91%	7.7%
1996	516	10.39%	267	6.92%	131	8.37%	326	7.14%	1,240	8.29%	7.3%
1997	565	9.85%	297	7.46%	127	8.89%	341	7.46%	1,330	8.46%	7.2%
1998	573	10.65%	310	7.74%	135	9.36%	312	6.55%	1,330	8.53%	7.8%
1999	617	11.63%	335	7.48%	105	7.26%	351	6.90%	1,408	8.63%	7.4%
2000	700	12.03%	366	7.62%	84	5.71%	435	7.97%	1,585	9.03%	7.9%
2001	799	13.46%	411	8.18%	80	5.67%	403	7.73%	1,693	9.63%	8.2%
2002	824	12.83%	399	7.47%	122	5.97%	615	7.97%	1,960	9.11%	7.9%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

FY 1999 Navy data provided by U.S. Navy, Minority Affairs Office.

Table D-23. Hispanic Active Component Officer Accessions by Service with Civilian Comparison Group, FYs 1973-2002

FISCAL YEAR	SERVICE								CIVILIAN		
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		COLLEGE GRADS
	#	%	#	%	#	%	#	%	#	%	%
1973	214	1.96%	85	1.15%	45	1.71%	129	1.21%	473	0.15%	NA
1974	195	2.35%	99	1.52%	41	2.08%	153	1.79%	488	0.18%	NA
1975	48	0.60%	33	0.59%	0	0.00%	80	1.04%	161	0.22%	NA
1976	43	0.54%	30	0.51%	27	1.33%	74	1.21%	174	0.79%	NA
1977	53	0.67%	52	0.91%	18	1.07%	109	1.72%	232	1.07%	1.9%
1978	44	0.48%	20	0.37%	32	1.98%	133	1.77%	229	0.97%	2.0%
1979	42	0.49%	40	0.70%	31	1.91%	178	1.76%	291	1.12%	2.0%
1980	41	0.51%	68	1.13%	9	0.59%	159	1.68%	277	1.11%	2.4%
1981	67	0.81%	84	1.25%	7	0.46%	170	2.10%	328	1.34%	2.5%
1982	41	0.57%	85	1.36%	12	0.67%	180	2.07%	318	1.33%	2.6%
1983	25	0.33%	145	2.19%	52	2.70%	174	1.93%	396	1.57%	2.5%
1984	44	0.54%	151	2.79%	41	2.52%	164	1.79%	400	1.64%	2.7%
1985	45	0.56%	152	2.19%	32	2.27%	210	2.31%	439	1.72%	3.3%
1986	141	1.86%	219	3.23%	60	3.77%	132	1.71%	552	2.33%	3.6%
1987	140	2.06%	159	2.75%	34	2.47%	134	1.99%	467	2.26%	3.6%
1988	160	2.35%	193	3.26%	59	4.37%	123	1.84%	535	2.58%	3.8%
1989	204	2.74%	255	4.29%	64	3.87%	95	1.28%	618	2.75%	3.7%
1990	177	2.74%	248	4.01%	52	3.76%	60	1.14%	537	2.78%	3.5%
1991	132	2.39%	181	3.76%	48	3.72%	58	1.15%	419	2.51%	3.9%
1992	142	2.70%	185	3.81%	62	4.50%	58	1.23%	447	2.75%	3.9%
1993	141	2.76%	198	4.96%	49	4.71%	50	1.07%	438	2.96%	3.7%
1994	210	3.68%	196	4.84%	63	5.16%	30	0.63%	499	3.17%	4.4%
1995	227	4.07%	229	5.67%	86	6.84%	76	1.56%	618	3.92%	4.6%
1996	214	4.31%	199	5.16%	100	6.39%	89	1.95%	602	4.03%	4.9%
1997	230	4.01%	223	5.60%	84	5.88%	97	2.12%	634	4.03%	5.3%
1998	265	4.92%	243	6.06%	103	7.14%	51	1.07%	662	4.25%	5.5%
1999	246	4.64%	248	5.53%	118	8.16%	82	1.61%	694	4.25%	5.3%
2000	341	5.86%	289	6.02%	93	6.33%	79	1.45%	802	4.57%	5.4%
2001	312	5.26%	293	5.83%	104	7.37%	110	2.11%	819	4.66%	5.8%
2002	382	5.95%	317	5.94%	150	7.35%	278	3.60%	1,127	5.24%	5.8%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

FY 1999 Navy data provided by U.S. Navy, Minority Affairs Office.

Table D-24. Female Active Component Officer Accessions by Service with Civilian Comparison Group, FYs 1973-2002

FISCAL YEAR	SERVICE								CIVILIAN		
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		COLLEGE GRADS
	#	%	#	%	#	%	#	%	#	%	%
1973	714	6.53%	887	12.04%	87	3.31%	802	7.54%	2,490	7.89%	NA
1974	922	11.13%	776	11.93%	59	3.00%	904	10.58%	2,661	10.52%	NA
1975	955	11.84%	483	8.57%	66	2.98%	1,009	13.13%	2,513	10.65%	NA
1976	943	11.87%	448	7.58%	78	3.83%	815	13.37%	2,284	10.39%	NA
1977	1,208	15.36%	618	10.81%	61	3.61%	1,093	17.28%	2,980	13.80%	44.9%
1978	1,332	14.62%	652	12.02%	56	3.47%	1,341	17.89%	3,381	14.30%	45.1%
1979	1,342	15.64%	729	12.70%	66	4.06%	1,824	18.00%	3,961	15.19%	45.4%
1980	1,333	16.55%	885	14.71%	74	4.86%	1,827	19.33%	4,119	16.45%	46.2%
1981	1,357	16.44%	801	11.94%	85	5.64%	1,288	15.93%	3,531	14.38%	46.5%
1982	1,219	16.82%	749	11.96%	81	4.54%	1,466	16.85%	3,515	14.65%	46.8%
1983	1,201	15.77%	917	13.84%	92	4.78%	1,413	15.64%	3,623	14.38%	47.2%
1984	1,458	17.81%	725	13.41%	67	4.12%	1,561	17.02%	3,811	15.63%	48.1%
1985	1,426	17.71%	827	11.91%	53	3.77%	1,624	17.83%	3,930	15.41%	48.8%
1986	1,368	18.09%	919	13.57%	47	2.95%	1,433	18.55%	3,767	15.92%	48.8%
1987	1,315	19.36%	598	10.34%	65	4.73%	1,367	20.31%	3,345	16.18%	48.9%
1988	1,218	17.86%	712	12.02%	52	3.85%	1,450	21.71%	3,432	16.52%	49.2%
1989	1,335	17.90%	807	13.58%	79	4.78%	1,617	21.77%	3,838	17.07%	50.1%
1990	1,226	18.99%	998	16.14%	45	3.25%	1,142	21.65%	3,411	17.67%	50.6%
1991	1,093	19.76%	788	16.37%	56	4.33%	1,130	22.44%	3,067	18.40%	51.1%
1992	982	18.64%	923	19.03%	36	2.61%	1,004	21.22%	2,945	18.15%	50.8%
1993	965	18.91%	706	17.69%	59	5.67%	1,007	21.50%	2,737	18.47%	51.0%
1994	1,111	19.48%	661	16.32%	72	5.90%	1,096	23.05%	2,940	18.69%	51.3%
1995	1,071	19.20%	717	17.74%	83	6.00%	1,073	22.03%	2,944	18.55%	51.5%
1996	816	16.44%	623	16.15%	109	6.96%	1,110	24.31%	2,658	17.78%	52.2%
1997	1,121	19.54%	687	17.26%	104	7.28%	1,131	24.73%	3,043	19.36%	52.6%
1998	1,053	19.57%	689	17.19%	132	9.15%	1,107	23.24%	2,981	19.12%	53.2%
1999	1,142	21.53%	820	18.15%	115	7.95%	1,209	23.75%	3,286	20.09%	53.6%
2000	1,198	20.58%	904	18.83%	119	8.10%	1,211	22.19%	3,432	19.56%	53.3%
2001	1,256	21.16%	951	18.94%	131	9.28%	1,190	22.84%	3,528	20.07%	53.8%
2002	1,284	19.99%	970	18.16%	167	8.18%	1,690	21.91%	4,111	19.10%	54.2%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-25. Active Component Officer Strength, FYs 1973-2002

FISCAL YEAR	SERVICE				TOTAL DoD
	ARMY	NAVY	MARINE CORPS	AIR FORCE	
1973	101,194	66,337	17,784	114,962	300,277
1974	91,872	63,380	17,421	110,437	283,110
1975	87,215	60,422	17,080	102,849	267,566
1976	85,600	59,992	17,594	99,228	262,414
1977	84,627	60,274	17,524	96,244	258,669
1978	84,330	59,672	17,180	95,462	256,644
1979	84,496	59,189	16,934	96,129	256,748
1980	85,352	60,237	16,974	97,901	260,464
1981	87,923	62,678	17,091	99,630	267,322
1982	88,984	64,571	17,712	102,188	273,455
1983	91,084	66,874	18,583	104,879	281,420
1984	92,796	65,796	18,945	106,239	283,783
1985	94,372	67,521	18,697	108,400	288,990
1986	94,845	68,922	18,734	109,051	291,552
1987	93,160	69,071	18,730	107,340	288,301
1988	92,170	69,576	18,558	105,127	285,431
1989	91,900	69,475	18,466	103,699	283,540
1990	89,672	69,426	18,105	100,047	277,250
1991	88,747	67,980	17,775	96,600	271,102
1992	81,312	66,253	17,270	90,378	255,213
1993	75,062	63,608	16,547	84,076	239,293
1994	72,410	59,265	16,003	81,004	228,682
1995	70,814	56,408	15,852	78,444	221,518
1996	68,971	55,602	16,028	76,389	216,990
1997	67,994	54,382	16,002	73,984	212,362
1998	66,980	53,206	16,075	71,893	208,154
1999	66,104	52,136	16,055	70,321	204,616
2000	65,352	51,540	16,008	69,022	201,922
2001	64,797	51,928	16,160	68,038	200,923
2002	66,583	52,961	16,402	71,687	207,633

Table D-26. Mean Age and Months of Service of Active Component Officers, FYs 1973-2002

FISCAL YEAR	MEAN AGE	MEAN MONTHS OF SERVICE
1973	32.08	116.33
1974	32.37	117.21
1975	32.54	118.06
1976	32.74	120.44
1977	32.86	121.82
1978	32.96	122.11
1979	32.87	120.10
1980	32.80	118.36
1981	32.89	118.16
1982	32.95	118.12
1983	33.00	118.16
1984	32.94	117.88
1985	32.95	118.26
1986	33.05	119.57
1987	33.20	121.52
1988	33.35	123.33
1989	33.39	123.14
1990	33.62	124.25
1991	33.86	126.24
1992	34.00	126.85
1993	34.11	127.71
1994	33.93	127.43
1995	34.03	127.80
1996	34.11	128.98
1997	34.15	129.75
1998	34.23	130.31
1999	34.31	130.96
2000	34.30	132.07
2001	34.29	130.74
2002	34.33	131.32

Table D-27. Black Active Component Officers by Service with Civilian Comparison Group, FYs 1973-2002

FISCAL YEAR	SERVICE								CIVILIAN		
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		COLLEGE GRADS
	#	%	#	%	#	%	#	%	#	%	%
1973	3,968	3.92%	687	1.04%	317	1.78%	2,240	1.95%	7,212	2.40%	NA
1974	4,039	4.40%	758	1.20%	400	2.30%	2,461	2.23%	7,658	2.70%	NA
1975	4,219	4.84%	810	1.34%	529	3.10%	2,681	2.61%	8,239	3.08%	NA
1976	4,540	5.30%	925	1.54%	593	3.37%	2,821	2.84%	8,879	3.38%	NA
1977	5,185	6.13%	1,104	1.83%	608	3.47%	3,104	3.23%	10,001	3.87%	5.5%
1978	5,426	6.43%	1,271	2.13%	607	3.53%	3,449	3.61%	10,753	4.19%	5.6%
1979	5,822	6.89%	1,317	2.23%	629	3.71%	4,071	4.23%	11,839	4.61%	5.7%
1980	6,273	7.35%	1,446	2.40%	627	3.69%	4,567	4.66%	12,913	4.96%	5.5%
1981	7,098	8.07%	1,649	2.63%	635	3.72%	4,813	4.83%	14,195	5.31%	5.8%
1982	7,808	8.77%	1,790	2.77%	667	3.77%	5,155	5.04%	15,420	5.64%	5.8%
1983	8,245	9.05%	1,925	2.88%	742	3.99%	5,532	5.27%	16,444	5.84%	5.9%
1984	9,111	9.82%	1,964	2.98%	795	4.20%	5,677	5.34%	17,547	6.18%	6.2%
1985	9,666	10.24%	2,144	3.18%	817	4.37%	5,831	5.38%	18,458	6.39%	6.1%
1986	9,838	10.37%	2,261	3.28%	833	4.45%	5,820	5.34%	18,752	6.43%	6.3%
1987	9,817	10.54%	2,304	3.34%	837	4.47%	5,742	5.35%	18,700	6.49%	6.4%
1988	9,896	10.74%	2,433	3.50%	838	4.52%	5,722	5.44%	18,889	6.62%	6.5%
1989	10,052	10.94%	2,536	3.65%	880	4.77%	5,727	5.52%	19,195	6.77%	6.3%
1990	10,045	11.20%	2,721	3.92%	835	4.61%	5,612	5.61%	19,213	6.93%	6.0%
1991	10,050	11.32%	2,784	4.10%	819	4.61%	5,529	5.72%	19,182	7.08%	6.3%
1992	9,431	11.60%	2,860	4.32%	794	4.60%	5,184	5.74%	18,269	7.16%	6.1%
1993	8,375	11.16%	2,881	4.53%	766	4.63%	4,773	5.68%	16,795	7.02%	6.2%
1994	8,159	11.27%	2,908	4.91%	779	4.87%	4,601	5.68%	16,447	7.19%	7.1%
1995	7,980	11.27%	2,989	5.30%	806	5.80%	4,420	5.63%	16,195	7.37%	7.7%
1996	7,714	11.18%	3,063	5.51%	874	5.45%	4,381	5.74%	16,032	7.39%	7.3%
1997	7,494	11.02%	3,144	5.78%	944	5.90%	4,389	5.93%	15,971	7.52%	8.3%
1998	7,449	11.12%	3,226	6.06%	1,015	6.31%	4,348	6.05%	16,038	7.70%	7.8%
1999	7,439	11.25%	3,267	6.27%	1,039	6.47%	4,359	6.20%	16,104	7.87%	7.6%
2000	7,457	11.41%	3,354	6.51%	1,036	6.47%	4,422	6.41%	16,269	8.06%	8.1%
2001	7,697	11.88%	3,517	6.77%	1,044	6.46%	4,457	6.55%	16,715	8.32%	8.6%
2002	8,051	12.09%	3,648	6.89%	1,049	6.40%	4,798	6.69%	17,546	8.45%	8.1%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-28. Hispanic Active Component Officers by Service with Civilian Comparison Group, FYs 1973-2002

FISCAL YEAR	SERVICE								CIVILIAN		
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		COLLEGE GRADS
	#	%	#	%	#	%	#	%	#	%	%
1973	1,626	1.61%	537	0.81%	228	1.28%	1,390	1.21%	3,781	0.15%	NA
1974	1,599	1.74%	566	0.89%	249	1.43%	1,431	1.30%	3,845	0.18%	NA
1975	825	0.95%	260	0.43%	51	0.30%	818	0.80%	1,954	0.22%	NA
1976	868	1.01%	294	0.49%	107	0.61%	920	0.93%	2,189	0.83%	NA
1977	795	0.94%	340	0.56%	129	0.74%	1,058	1.10%	2,322	0.90%	1.9%
1978	789	0.94%	347	0.58%	155	0.90%	1,184	1.24%	2,475	0.96%	1.9%
1979	825	0.98%	363	0.61%	170	1.00%	1,365	1.42%	2,723	1.06%	2.0%
1980	865	1.01%	412	0.68%	165	0.97%	1,525	1.56%	2,967	1.14%	2.3%
1981	980	1.11%	485	0.77%	161	0.94%	1,692	1.70%	3,318	1.24%	2.3%
1982	1,066	1.20%	562	0.87%	172	0.97%	1,823	1.78%	3,623	1.32%	2.4%
1983	1,090	1.20%	673	1.01%	240	1.29%	1,966	1.87%	3,969	1.41%	2.3%
1984	1,116	1.20%	818	1.24%	274	1.45%	2,007	1.89%	4,215	1.49%	2.5%
1985	1,132	1.20%	925	1.37%	278	1.49%	2,139	1.97%	4,474	1.55%	2.9%
1986	1,232	1.30%	1,184	1.72%	316	1.69%	2,157	1.98%	4,889	1.68%	3.1%
1987	1,288	1.38%	1,243	1.80%	332	1.77%	2,165	2.02%	5,028	1.74%	3.2%
1988	1,345	1.46%	1,360	1.95%	360	1.94%	2,138	2.03%	5,203	1.82%	3.4%
1989	1,500	1.63%	1,528	2.20%	404	2.19%	2,105	2.03%	5,537	1.95%	2.9%
1990	1,599	1.78%	1,643	2.37%	429	2.37%	2,034	2.03%	5,705	2.06%	3.0%
1991	1,708	1.92%	1,697	2.50%	451	2.54%	1,954	2.02%	5,810	2.14%	3.1%
1992	1,754	2.16%	1,745	2.63%	476	2.76%	1,832	2.03%	5,807	2.28%	3.3%
1993	1,852	2.47%	1,786	2.81%	474	2.86%	1,656	1.97%	5,768	2.41%	3.4%
1994	2,007	2.77%	1,783	3.01%	497	3.11%	1,575	1.94%	5,862	2.56%	3.6%
1995	2,170	3.06%	1,864	3.30%	534	3.37%	1,549	1.97%	6,117	2.76%	3.9%
1996	2,268	3.29%	1,941	3.49%	603	3.76%	1,563	2.05%	6,375	2.94%	4.3%
1997	2,334	3.43%	2,046	3.76%	656	4.10%	1,590	2.15%	6,626	3.12%	4.6%
1998	2,431	3.63%	2,133	4.01%	719	4.47%	1,539	2.14%	6,822	3.28%	4.4%
1999	2,503	3.79%	2,706	5.19%	783	4.88%	1,525	2.17%	7,517	3.67%	4.6%
2000	2,670	4.09%	2,811	5.45%	810	5.06%	1,548	2.24%	7,839	3.88%	5.2%
2001	2,784	4.30%	2,436	4.69%	851	5.27%	1,639	2.41%	7,710	3.84%	5.1%
2002	3,023	4.54%	2,602	4.91%	901	5.49%	2,000	2.79%	8,526	4.11%	5.3%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-29. Female Active Component Officers by Service with Civilian Comparison Group, FYs 1973-2002

FISCAL YEAR*	SERVICE								CIVILIAN		
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		COLLEGE GRADS
	#	%	#	%	#	%	#	%	#	%	%
1973	4,269	4.2%	3,445	5.2%	303	1.7%	4,733	4.1%	12,750	4.2%	NA
1974	4,356	4.7%	3,639	5.7%	323	1.9%	4,769	4.3%	13,087	4.6%	NA
1975	4,813	5.5%	3,486	5.8%	342	2.0%	5,038	4.9%	13,679	5.1%	NA
1976	5,115	6.0%	3,567	5.9%	386	2.2%	5,052	5.1%	14,120	5.4%	NA
1977	5,652	6.7%	3,779	6.3%	408	2.3%	5,383	5.6%	15,222	5.9%	36.1%
1978	6,214	7.4%	3,967	6.6%	411	2.4%	6,010	6.3%	16,602	6.5%	36.4%
1979	6,786	8.0%	4,292	7.3%	433	2.6%	7,276	7.6%	18,787	7.3%	37.3%
1980	7,498	8.8%	4,859	8.1%	459	2.7%	8,493	8.7%	21,309	8.2%	38.2%
1981	8,254	9.4%	5,329	8.5%	500	2.9%	9,117	9.2%	23,200	8.7%	38.7%
1982	8,877	10.0%	5,724	8.9%	535	3.0%	9,955	9.7%	25,091	9.2%	39.4%
1983	9,307	10.2%	6,303	9.4%	588	3.2%	10,578	10.1%	26,776	9.5%	39.9%
1984	9,989	10.8%	6,532	9.9%	614	3.2%	11,235	10.6%	28,370	10.0%	41.1%
1985	10,540	11.2%	6,888	10.2%	609	3.3%	11,927	11.0%	29,964	10.4%	41.6%
1986	10,946	11.5%	7,213	10.5%	595	3.2%	12,377	11.3%	31,131	10.7%	41.9%
1987	11,215	12.0%	7,195	10.4%	602	3.2%	12,642	11.8%	31,654	11.0%	42.4%
1988	11,359	12.3%	7,324	10.5%	603	3.2%	12,899	12.3%	32,185	11.3%	42.8%
1989	11,746	12.8%	7,449	10.7%	622	3.4%	13,403	12.9%	33,220	11.7%	42.2%
1990	11,914	13.3%	7,779	11.2%	596	3.3%	13,331	13.3%	33,620	12.1%	42.7%
1991	11,935	13.4%	7,888	11.6%	594	3.3%	13,323	13.8%	33,740	12.4%	42.8%
1992	11,238	13.8%	8,150	12.3%	548	3.2%	12,683	14.0%	32,619	12.8%	42.9%
1993	10,631	14.2%	8,113	12.8%	532	3.2%	12,252	14.6%	31,528	13.2%	43.6%
1994	10,337	14.3%	7,847	13.2%	529	3.3%	12,322	15.2%	31,035	13.6%	44.3%
1995	10,197	14.4%	7,775	13.8%	566	3.6%	12,068	15.4%	30,606	13.8%	49.3%
1996	9,865	14.3%	7,748	13.9%	625	3.9%	12,048	15.8%	30,286	14.0%	47.1%
1997	9,660	14.2%	7,704	14.2%	668	4.2%	12,009	16.2%	30,041	14.2%	48.1%
1998	9,609	14.3%	7,694	14.5%	738	4.6%	11,971	16.7%	30,012	14.4%	47.8%
1999	9,740	14.7%	7,669	14.7%	781	4.9%	11,841	16.8%	30,031	14.7%	48.2%
2000	9,997	15.3%	7,736	15.0%	812	5.1%	11,819	17.1%	30,364	15.0%	48.3%
2001	10,250	15.8%	7,892	15.2%	859	5.3%	11,827	17.4%	30,828	15.3%	48.1%
2002	10,669	16.0%	8,097	15.3%	887	5.4%	12,786	17.8%	32,439	15.6%	48.7%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-30. Reserve Component Enlisted Strength, FYs 1974-2002

FISCAL YEAR	COMPONENT						TOTAL DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
1974	356,374	193,855	94,048	29,069	82,017	35,309	790,672
1975	356,286	183,866	81,157	28,615	82,162	39,235	771,321
1976	332,696	156,221	78,670	26,952	79,865	36,945	711,349
1977	320,733	153,736	72,281	28,371	80,621	38,211	693,953
1978	306,690	149,890	65,166	30,134	80,517	41,158	673,555
1979	309,679	154,408	71,070	30,800	81,876	43,768	691,601
1980	329,298	169,165	70,010	33,002	84,382	45,954	731,811
1981	350,645	188,103	72,608	34,559	85,915	52,686	784,516
1982	367,214	208,617	75,674	37,104	88,140	50,553	827,302
1983	375,500	216,218	88,474	39,005	89,500	52,810	861,507
1984	392,412	222,188	98,187	37,444	92,178	55,340	897,749
1985	397,612	238,220	106,529	38,204	96,361	59,599	936,525
1986	402,628	253,070	116,640	38,123	99,231	62,505	972,197
1987	406,487	255,291	121,938	38,721	100,827	63,855	987,119
1988	406,966	253,467	121,653	39,930	101,261	65,567	988,844
1989	406,848	256,872	122,537	39,948	101,980	66,126	994,311
1990	394,060	248,326	123,117	40,903	103,637	66,566	976,609
1991	395,988	249,626	123,727	41,472	103,670	67,603	982,086
1992	378,904	245,135	115,341	38,748	104,758	65,806	948,692
1993	363,263	219,610	105,254	38,092	102,920	64,720	893,859
1994	351,390	206,849	86,300	36,860	99,711	63,411	844,521
1995	331,559	191,558	79,827	36,292	96,305	62,144	797,685
1996	328,141	179,967	77,376	37,256	97,153	57,615	777,508
1997	329,288	168,596	75,373	37,254	96,713	56,068	763,295
1998	323,150	161,286	73,490	36,620	94,861	56,032	745,439
1999	319,161	161,930	69,999	35,947	92,424	55,557	735,018
2000	315,645	165,053	67,999	35,699	93,019	55,676	733,091
2001	315,250	164,760	68,872	35,881	95,060	56,819	736,642
2002	314,629	166,258	69,692	36,144	98,141	59,330	744,194

Table D-31. Reserve Component Officer* Strength, FYs 1974-2002

FISCAL YEAR	COMPONENT						TOTAL DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
1974	28,260	34,566	17,350	2,294	11,527	11,703	105,700
1975	27,502	34,308	17,181	2,196	11,379	11,576	104,142
1976	27,472	32,372	18,030	2,038	11,225	12,108	103,245
1977	27,079	32,152	17,207	2,242	11,130	12,174	101,984
1978	27,287	32,222	16,851	2,208	11,084	12,722	102,374
1979	28,468	32,034	16,520	2,123	11,447	12,889	103,481
1980	29,616	32,861	16,050	2,001	11,832	12,963	105,323
1981	30,396	34,030	16,247	2,104	12,348	13,054	108,179
1982	32,094	43,902	17,413	2,427	12,500	13,887	122,223
1983	32,892	45,685	19,993	2,493	12,657	14,415	128,135
1984	32,856	48,362	21,750	2,647	12,824	14,976	133,415
1985	33,163	49,195	22,737	2,846	13,029	15,614	136,584
1986	34,164	51,834	24,356	2,922	13,357	16,013	142,646
1987	35,748	53,554	25,646	3,023	13,766	16,559	148,296
1988	38,293	54,553	27,326	3,138	13,959	16,548	153,817
1989	40,233	57,491	28,532	3,144	14,080	17,087	160,567
1990	40,545	57,011	29,275	3,130	14,149	17,246	161,356
1991	40,732	55,460	27,387	2,971	14,116	16,935	157,601
1992	38,642	53,217	26,609	2,989	14,325	16,067	151,849
1993	37,600	51,829	26,775	3,142	14,242	15,842	149,430
1994	36,686	48,800	21,021	3,352	13,876	16,210	139,945
1995	34,932	45,789	20,470	4,150	13,520	16,123	134,984
1996	33,504	42,999	20,283	4,299	13,331	16,053	130,469
1997	32,585	41,304	19,664	4,232	13,306	15,918	127,009
1998	31,306	40,665	19,405	3,760	13,235	15,938	124,309
1999	30,418	41,933	18,907	3,565	13,291	16,215	124,329
2000	29,664	38,956	18,691	3,544	13,346	16,664	120,865
2001	29,002	38,118	18,808	3,512	13,425	16,938	119,803
2002	29,023	37,710	18,060	3,370	13,930	17,302	119,395

* Excluding warrant officers

Appendix E:

Coast Guard Active Component Applicant, and Active Component and Selected Reserve Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps Tables

Appendix data are provided by Defense Manpower Data Center (DMDC). Due to differences in data flow and definitions, values provided here will not always match official figures reported by the Directorate for Information Operations and Reports, other Department of Defense agencies, or the military services.

Table E-1. FY 2002 Coast Guard Applicants* for Active Component Enlistment by Age and Gender

AGE	NUMBER			PERCENT		
	Males	Females	Total	Males	Females	Total
16-17	848	218	1,066	8.95%	13.92%	9.65%
18	1,863	311	2,174	19.66%	19.86%	19.69%
19	1,596	248	1,844	16.84%	15.84%	16.70%
20	1,231	172	1,403	12.99%	10.98%	12.71%
21	945	143	1,088	9.97%	9.13%	9.85%
22	762	129	891	8.04%	8.24%	8.07%
23	626	95	721	6.61%	6.07%	6.53%
24	491	77	568	5.18%	4.92%	5.14%
25+	1,113	173	1,286	11.75%	11.05%	11.65%
Total	9,475	1,566	11,041	100.00%	100.00%	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2002.

Columns may not add to totals due to rounding.

Table E-2. FY 2002 Coast Guard Applicants* for Active Component Enlistment by Race/Ethnicity and Gender

RACE/ ETHNICITY	NUMBER			PERCENT		
	Males	Females	Total	Males	Females	Total
White	7,362	1,158	8,520	77.70%	73.95%	77.17%
Black	533	129	662	5.63%	8.24%	6.00%
Hispanic	937	116	1,053	9.89%	7.41%	9.54%
Other	643	163	806	6.79%	10.41%	7.30%
TOTAL	9,475	1,566	11,041	100.00%	100.00%	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2002.

Columns may not add to totals due to rounding.

Table E-3. FY 2002 Coast Guard Applicants* for Active Component Enlistment by AFQT Category, Gender and Race/Ethnicity

a. Number

GENDER	AFQT CATEGORY						Other/Unk.	TOTAL
	I	II	IIIA	IIIB	IV	V		
Males	384	3,103	2,304	2,414	1,065	183	22	9,475
Females	66	509	355	418	191	19	8	1,566
RACE/ETHNICITY								
White	404	3,105	2,164	2,089	671	63	24	8,520
Black	5	105	136	214	161	38	3	662
Hispanic	14	205	206	310	255	62	1	1,053
Other	27	197	153	219	169	39	2	806
Total	450	3,612	2,659	2,832	1,256	202	30	11,041

b. Percent

GENDER	AFQT CATEGORY						Other/Unk.	TOTAL
	I	II	IIIA	IIIB	IV	V		
Males	4.05%	32.75%	24.32%	25.48%	11.24%	1.93%	0.23%	100.00%
Females	4.21%	32.50%	22.67%	26.69%	12.20%	1.21%	0.51%	100.00%

Table E-4. FY 2002 Coast Guard Applicants* for Active Component Enlistment by Education, Gender and Race/Ethnicity

GENDER	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
Males	8,375	88.39%	1,035	10.92%	65	0.69%	9,475	100.00%
Females	1,395	89.08%	154	9.83%	17	1.09%	1,566	100.00%
RACE/ETHNICITY								
White	7,477	87.76%	980	11.50%	63	0.74%	8,520	100.00%
Black	600	90.63%	61	9.21%	1	0.15%	662	100.00%
Hispanic	965	91.64%	80	7.60%	8	0.76%	1,053	100.00%
Other	728	90.32%	68	8.44%	10	1.24%	806	100.00%
Total	9,770	88.49%	1,189	10.77%	82	0.74%	11,041	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2002.

Rows may not add to totals due to rounding.

Table E-5. FY 2002 Coast Guard NPS Active Component Enlisted Accessions by Age and Gender

AGE	NUMBER			PERCENT		
	Males	Females	Total	Males	Females	Total
17	122	28	150	3.01%	5.03%	3.26%
18	841	145	986	20.78%	26.03%	21.42%
19	808	117	925	19.97%	21.01%	20.09%
20	641	75	716	15.84%	13.46%	15.55%
21	466	55	521	11.51%	9.87%	11.32%
22	319	42	361	7.88%	7.54%	7.84%
23	279	34	313	6.89%	6.10%	6.80%
24	190	20	210	4.69%	3.59%	4.56%
25+	381	41	422	9.41%	7.36%	9.17%
TOTAL	4,047	557	4,604	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Table E-7. FY 2002 Coast Guard NPS Active Component Enlisted Accessions by AFQT Category, Gender and Race/Ethnicity

a. Number

GENDER	AFQT CATEGORY						TOTAL
	I	II	IIIA	IIIB	IV	Unkown	
Males	177	1,679	1,273	913	0	5	4,047
Females	25	228	159	144	0	1	557
RACE/ETHNICITY							
White	180	1,680	1,183	807	0	6	3,856
Black	3	54	83	67	0	0	207
Hispanic	7	99	114	130	0	0	350
Other	12	74	52	53	0	0	191
Total	202	1,907	1,432	1,057	0	6	4,604

b. Percent

GENDER	AFQT CATEGORY						TOTAL
	I	II	IIIA	IIIB	IV	Unknown	
Males	4.37%	41.49%	31.46%	22.56%	0.00%	0.12%	100.00%
Females	4.49%	40.93%	28.55%	25.85%	0.00%	0.18%	100.00%
RACE/ETHNICITY							
White	4.67%	43.57%	30.68%	20.93%	0.00%	0.16%	100.00%
Black	1.45%	26.09%	40.10%	32.37%	0.00%	0.00%	100.00%
Hispanic	2.00%	28.29%	32.57%	37.14%	0.00%	0.00%	100.00%
Other	6.28%	38.74%	27.23%	27.75%	0.00%	0.00%	100.00%
Total	4.39%	41.42%	31.10%	22.96%	0.00%	0.13%	100.00%

Rows may not add to totals due to rounding.

Table E-8. FY 2002 Coast Guard NPS Active Component Enlisted Accessions by Education, Gender and Race/Ethnicity

GENDER	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
Males	3,576	88.36%	471	11.64%	0	0.00%	4,047	100.00%
Females	514	92.28%	43	7.72%	0	0.00%	557	100.00%
RACE/ETHNICITY								
White	3,422	88.74%	434	11.26%	0	0.00%	3,856	100.00%
Black	184	88.89%	23	11.11%	0	0.00%	207	100.00%
Hispanic	312	89.14%	38	10.86%	0	0.00%	350	100.00%
Other	172	90.05%	19	9.95%	0	0.00%	191	100.00%
Total	4,090	88.84%	514	11.16%	0	0.00%	4,604	100.00%
Rows may not add to totals due to rounding.								

Table E-9. FY 2002 Coast Guard NPS Active Component Enlisted Accessions by Quality, Gender and Race/Ethnicity

GENDER	QUALITY				TOTAL	
	HIGH QUALITY *		NON-HIGH QUALITY			
	#	%	#	%	#	%
Males	2,773	68.52%	1,274	31.48%	4,047	100.00%
Females	383	68.76%	174	31.24%	557	100.00%
RACE/ETHNICITY						
White	2,708	70.23%	1,148	29.77%	3,856	100.00%
Black	124	59.90%	83	40.10%	207	100.00%
Hispanic	199	56.86%	151	43.14%	350	100.00%
Other	125	65.45%	66	34.55%	191	100.00%
Total	3,156	68.55%	1,448	31.45%	4,604	100.00%

* High quality accessions are AFOT Category I - IIIA, high school graduates.

Table E-10. FY 2002 Coast Guard PS Active Component Enlisted Accessions by Age and Gender

AGE	NUMBER			PERCENTAGE		
	Males	Females	Total	Males	Females	Total
17	1	1	2	0.54%	11.11%	1.03%
18	2	1	3	1.08%	11.11%	1.54%
19	5	0	5	2.69%	0.00%	2.56%
20	11	0	11	5.91%	0.00%	5.64%
21	8	0	8	4.30%	0.00%	4.10%
22	10	1	11	5.38%	11.11%	5.64%
23	24	1	25	12.90%	11.11%	12.82%
24	20	1	21	10.75%	11.11%	10.77%
25+	105	4	109	56.45%	44.44%	55.90%
TOTAL	186	9	195	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Table E-13. FY 2002 Coast Guard PS Active Component Enlisted Accessions by Education, Gender and Race/Ethnicity

EDUCATIONAL TIER								
GENDER	TIER 1		TIER 2		TIER 3		TOTAL	
	#	%	#	%	#	%	#	%
Males	169	90.86%	16	8.60%	1	0.54%	186	100.00%
Females	9	100.00%	0	0.00%	0	0.00%	9	100.00%
RACE/ETHNICITY								
White	136	90.67%	13	8.67%	1	0.67%	150	100.00%
Black	15	93.75%	1	6.25%	0	0.00%	16	100.00%
Hispanic	18	90.00%	2	10.00%	0	0.00%	20	100.00%
Other	9	100.00%	0	0.00%	0	0.00%	9	100.00%
Total	178	91.28%	16	8.21%	1	0.51%	195	100.00%
Rows may not add to totals due to rounding.								

Table E-14. FY 2002 Coast Guard Active Component Enlisted Members by Age Group and Gender

AGE	NUMBER			PERCENT		
	Males	Females	Total	Males	Females	Total
17-19	1,863	315	2,178	6.90%	10.60%	7.27%
20-24	9,334	1,218	10,552	34.58%	41.00%	35.21%
25-29	5,604	612	6,216	20.76%	20.60%	20.74%
30-34	3,875	324	4,199	14.36%	10.91%	14.01%
35-39	3,428	283	3,711	12.70%	9.53%	12.38%
40-44	2,289	165	2,454	8.48%	5.55%	8.19%
45-49	507	39	546	1.88%	1.31%	1.82%
50+	94	15	109	0.35%	0.50%	0.36%
Unknown	0	0	0	0.00%	0.00%	0.00%
TOTAL	26,994	2,971	29,965	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Table E-15. FY 2002 Coast Guard Active Component Enlisted Members by Race/Ethnicity and Gender

RACE/ ETHNICITY	NUMBER			PERCENTAGE		
	Males	Females	Total	Males	Females	Total
White	22,454	2,278	24,732	83.18%	76.67%	82.54%
Black	1,426	314	1,740	5.28%	10.57%	5.81%
Hispanic	1,958	199	2,157	7.25%	6.70%	7.20%
Other	1,156	180	1,336	4.28%	6.06%	4.46%
TOTAL	26,994	2,971	29,965	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Table E-16. FY 2002 Coast Guard Active Component Enlisted Members by Occupational Area, Gender and Race/Ethnicity

a. Number

GENDER	OCCUPATIONAL AREA										TOTAL
	Infantry, Gun Crews, & Seamanship	Electronics	Commu- nications	Medical	Other Technical	Admin- istrators	Electrical	Craftsman	Supply	Non- Occupational*	
Males	4,595	2,148	1,402	552	1,486	3,116	4,974	3,636	332	4,753	26,994
Females	280	75	203	174	155	1,055	216	99	3	711	2,971
RACE/ETHNICITY											
White	4,349	1,886	1,287	505	1,397	2,904	4,281	3,173	308	4,642	24,732
Black	74	97	125	87	71	650	254	144	1	237	1,740
Hispanic	271	122	121	84	80	393	407	280	9	390	2,157
Other	181	118	72	50	93	224	248	138	17	195	1,336
Total	4,875	2,223	1,605	726	1,641	4,171	5,190	3,735	335	5,464	29,965

b. Percent

GENDER	OCCUPATIONAL AREA										TOTAL
	Infantry, Gun Crews, & Seamanship	Electronics	Commu- nications	Medical	Other Technical	Admin- istrators	Electrical	Craftsman	Supply	Non- Occupational*	
Males	17.02%	7.96%	5.19%	2.04%	5.50%	11.54%	18.43%	13.47%	1.23%	17.61%	100.00%
Females	9.42%	2.52%	6.83%	5.86%	5.22%	35.51%	7.27%	3.33%	0.10%	23.93%	100.00%
ETHNICITY											
White	17.58%	7.63%	5.20%	2.04%	5.65%	11.74%	17.31%	12.83%	1.25%	18.77%	100.00%
Black	4.25%	5.57%	7.18%	5.00%	4.08%	37.36%	14.60%	8.28%	0.06%	13.62%	100.00%
Hispanic	12.56%	5.66%	5.61%	3.89%	3.71%	18.22%	18.87%	12.98%	0.42%	18.08%	100.00%
Other	13.55%	8.83%	5.39%	3.74%	6.96%	16.77%	18.56%	10.33%	1.27%	14.60%	100.00%
Total	16.27%	7.42%	5.36%	2.42%	5.48%	13.92%	17.32%	12.46%	1.12%	18.23%	100.00%

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table E-17. FY 2002 Coast Guard Active Component Officer Accessions and Officer Corps by Age

AGE	COAST GUARD	
	#	%
a. FY 2002 Active Component Officer Accessions		
17-20	0	0.00%
21	6	1.05%
22	121	21.15%
23	53	9.27%
24	28	4.90%
25	28	4.90%
26	35	6.12%
27	25	4.37%
28	29	5.07%
29	16	2.80%
30	23	4.02%
31	19	3.32%
32	26	4.55%
33	18	3.15%
34	10	1.75%
35	13	2.27%
36+	122	21.33%
Unknown	0	0.00%
TOTAL	572	100.00%
b. FY 2002 Active Component Officer Corps		
17-19	0	0.00%
20-24	550	9.55%
25-29	1,106	19.19%
30-34	1,162	20.17%
35-39	1,086	18.85%
40-44	1,136	19.72%
45-49	540	9.37%
50+	182	3.16%
Unknown	0	0.00%
TOTAL	5,762	100.00%
Columns may not add to totals due to rounding.		

Table E-18. FY 2002 Coast Guard Active Component Officer Accessions and Officer Corps by Race/Ethnicity and Gender

GENDER	RACE/ETHNICITY									
	WHITE		BLACK		HISPANIC		OTHER		TOTAL	
	#	%	#	%	#	%	#	%	#	%
a. FY 2002 Active Component Officer Accessions										
Male	378	82.00%	23	4.99%	35	7.59%	25	5.42%	461	100.00%
Female	92	82.88%	10	9.01%	7	6.31%	2	1.80%	111	100.00%
TOTAL	470	82.17%	33	5.77%	42	7.34%	27	4.72%	572	100.00%
b. FY 2002 Active Component Officer Corps										
Male	4,305	86.55%	230	4.62%	226	4.54%	213	4.28%	4,974	100.00%
Female	641	81.35%	56	7.11%	45	5.71%	46	5.84%	788	100.00%
TOTAL	4,946	85.84%	286	4.96%	271	4.70%	259	4.49%	5,762	100.00%
Columns may not add to totals due to rounding.										

Table E-19. FY 2002 Coast Guard Active Component Officer Corps by Occupational Area, Gender, and Race/Ethnicity

a. Number

GENDER	OCCUPATIONAL AREA									TOTAL
	General Officers	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Administration	Supply, Procurement, and Allied	Non-Occupational*	
Males	34	1,908	26	1,476	22	17	438	36	1,017	4,974
Females	2	305	4	178	9	3	56	2	229	788
RACE/ETHNICITY										
White	34	1,949	25	1,441	26	16	427	30	998	4,946
Black	2	74	0	85	1	3	22	2	97	286
Hispanic	0	91	4	57	2	1	21	3	92	271
Other	0	99	1	71	2	0	24	3	59	259
Total	36	2,213	30	1,654	31	20	494	38	1,246	5,762

b. Percent

GENDER	OCCUPATIONAL AREA									TOTAL
	General Officers	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Administration	Supply, Procurement, and Allied	Non-Occupational*	
Males	0.68%	38.36%	0.52%	29.67%	0.44%	0.34%	8.81%	0.72%	20.45%	100.00%
Females	0.25%	38.71%	0.51%	22.59%	1.14%	0.38%	7.11%	0.25%	29.06%	100.00%
RACE/ETHNICITY										
White	0.69%	39.41%	0.51%	29.13%	0.53%	0.32%	8.63%	0.61%	20.18%	100.00%
Black	0.70%	25.87%	0.00%	29.72%	0.35%	1.05%	7.69%	0.70%	33.92%	100.00%
Hispanic	0.00%	33.58%	1.48%	21.03%	0.74%	0.37%	7.75%	1.11%	33.95%	100.00%
Other	0.00%	38.22%	0.39%	27.41%	0.77%	0.00%	9.27%	1.16%	22.78%	100.00%
Total	0.62%	38.41%	0.52%	28.71%	0.54%	0.35%	8.57%	0.66%	21.62%	100.00%

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table E-20. FY 2002 Coast Guard Active Component Officer Accessions and Officer Corps by Source of Commission, Gender, and Race/Ethnicity

a. FY 2002 Active Component Officer Accession

GENDER	SOURCE OF COMMISSION															
	Academy		ROTC Scholarship		ROTC Non-Scholarship		OCS/OTS		Direct Appointment*		Other		Unknown		TOTAL	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Males	108	23.43%	0	0.00%	0	0.00%	110	23.86%	55	11.93%	179	38.83%	9	1.95%	461	100.00%
Females	46	41.44%	0	0.00%	0	0.00%	24	21.62%	1	0.90%	39	35.14%	1	0.90%	111	100.00%
RACE/ETHNICITY																
White	127	27.02%	0	0.00%	0	0.00%	106	22.55%	49	10.43%	180	38.30%	8	1.70%	470	100.00%
Black	9	27.27%	0	0.00%	0	0.00%	10	30.30%	2	6.06%	12	36.36%	0	0.00%	33	100.00%
Hispanic	8	19.05%	0	0.00%	0	0.00%	13	30.95%	5	11.90%	15	35.71%	1	2.38%	42	100.00%
Other	10	37.04%	0	0.00%	0	0.00%	5	18.52%	0	0.00%	11	40.74%	1	3.70%	27	100.00%
Total	154	26.92%	0	0.00%	0	0.00%	134	23.43%	56	9.79%	218	38.11%	10	1.75%	572	100.00%

b. FY 2002 Active Component Officers

SOURCE OF COMMISSION																
GENDER	Academy		ROTC Scholarship		ROTC Non-Scholarship		OCS/OTS		Direct Appointment*		Other		Unknown		TOTAL	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Males	2,302	46.28%	0	0.00%	0	0.00%	1,587	31.91%	291	5.85%	794	15.96%	0	0.00%	4,974	100.00%
Females	367	46.57%	0	0.00%	0	0.00%	290	36.80%	11	1.40%	120	15.23%	0	0.00%	788	100.00%
RACE/ETHNICITY																
White	2,395	48.42%	0	0.00%	0	0.00%	1,484	30.00%	272	5.50%	795	16.07%	0	0.00%	4,946	100.00%
Black	65	22.73%	0	0.00%	0	0.00%	175	61.19%	10	3.50%	36	12.59%	0	0.00%	286	100.00%
Hispanic	75	27.68%	0	0.00%	0	0.00%	135	49.82%	12	4.43%	49	18.08%	0	0.00%	271	100.00%
Other	134	51.74%	0	0.00%	0	0.00%	83	32.05%	8	3.09%	34	13.13%	0	0.00%	259	100.00%
Total	2,669	46.32%	0	0.00%	0	0.00%	1,877	32.58%	302	5.24%	914	15.86%	0	0.00%	5,762	100.00%

* Although the Coast Guard has a direct commissioning program, Coast Guard data provided to DMDC do not allow calculation of direct appointment by gender and race/ethnicity.

Rows may not add to totals due to rounding.

Table E-21. FY 2002 Coast Guard Active Component Warrant Officer Accessions and Warrant Officer Corps by Race/Ethnicity and Gender

GENDER	RACE/ETHNICITY									
	WHITE		BLACK		HISPANIC		OTHER		TOTAL	
	#	%	#	%	#	%	#	%	#	%
a. FY 2002 Active Component Warrant Officer Accessions										
Male	145	88.41%	12	7.32%	6	3.66%	1	0.61%	164	100.00%
Female	17	80.95%	2	9.52%	1	4.76%	1	4.76%	21	100.00%
TOTAL	162	87.57%	14	7.57%	7	3.78%	2	1.08%	185	100.00%
b. FY 2002 Active Component Warrant Officers										
Male	1,197	87.31%	89	6.49%	49	3.57%	36	2.63%	1,371	100.00%
Female	59	76.62%	10	12.99%	4	5.19%	4	5.19%	77	100.00%
TOTAL	1,256	86.74%	99	6.84%	53	3.66%	40	2.76%	1,448	100.00%
Columns may not add to totals due to rounding.										

Table E-22. FY 2002 NPS Coast Guard Reserve Enlisted Accessions by Age Group and Gender

a. Number

GENDER	AGE GROUP								Unknown	TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+		
Male	100	82	35	8	1	0	0	0	0	226
Female	43	15	11	1	0	0	0	0	0	70
Total	143	97	46	9	1	0	0	0	0	296

b. Percent

GENDER	AGE GROUP								Unknown	TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+		
Male	44.25%	36.28%	15.49%	3.54%	0.44%	0.00%	0.00%	0.00%	0.00%	100.00%
Female	61.43%	21.43%	15.71%	1.43%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Total	48.31%	32.77%	15.54%	3.04%	0.34%	0.00%	0.00%	0.00%	0.00%	100.00%

Rows may not add to totals due to rounding.

Table E-23. FY 2002 NPS Coast Guard Reserve Enlisted Accessions by Race/Ethnicity and Gender

GENDER	RACE/ETHNICITY								TOTAL	
	WHITE		BLACK		HISPANIC		OTHER			
	#	%	#	%	#	%	#	%	#	%
Male	181	80.09%	15	6.64%	21	9.29%	9	3.98%	226	100.00%
Female	55	78.57%	11	15.71%	2	2.86%	2	2.86%	70	100.00%
Total	236	79.73%	26	8.78%	23	7.77%	11	3.72%	296	100.00%
Rows may not add to totals due to rounding.										

Table E-24. FY 2002 Prior Service Coast Guard Reserve Enlisted Accessions by Age Group and Gender

a. Number

GENDER	AGE GROUP								Unknown	TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+		
Male	38	253	284	240	153	85	46	117	0	1,216
Female	6	71	64	32	26	14	15	4	0	232
Total	44	324	348	272	179	99	61	121	0	1,448

b. Percent

GENDER	AGE GROUP								Unknown	TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+		
Male	3.13%	20.81%	23.36%	19.74%	12.58%	6.99%	3.78%	9.62%	0.00%	100.00%
Female	2.59%	30.60%	27.59%	13.79%	11.21%	6.03%	6.47%	1.72%	0.00%	100.00%
Total	3.04%	22.38%	24.03%	18.78%	12.36%	6.84%	4.21%	8.36%	0.00%	100.00%

Rows may not add to totals due to rounding.

Table E-25. FY 2002 Prior Service Coast Guard Reserve Enlisted Accessions by Race/Ethnicity and Gender

GENDER	RACE/ETHNICITY								TOTAL	
	WHITE		BLACK		HISPANIC		OTHER			
	#	%	#	%	#	%	#	%	#	%
Male	1,024	84.21%	50	4.11%	91	7.48%	51	4.19%	1,216	100.00%
Female	192	82.76%	14	6.03%	14	6.03%	12	5.17%	232	100.00%
Total	1,216	83.98%	64	4.42%	105	7.25%	63	4.35%	1,448	100.00%

Rows may not add to totals due to rounding.

Table E-26. FY 2002 Coast Guard Reserve Enlisted Members by Age Group and Gender

a. Number

GENDER	AGE GROUP								Unknown	TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+		
Male	149	762	799	1,002	830	711	556	830	0	5,639
Female	52	197	194	141	121	101	79	90	0	975
Total	201	959	993	1,143	951	812	635	920	0	6,614

b. Percent

GENDER	AGE GROUP								Unknown	TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+		
Male	2.64%	13.51%	14.17%	17.77%	14.72%	12.61%	9.86%	14.72%	0.00%	100.00%
Female	5.33%	20.21%	19.90%	14.46%	12.41%	10.36%	8.10%	9.23%	0.00%	100.00%
Total	3.04%	14.50%	15.01%	17.28%	14.38%	12.28%	9.60%	13.91%	0.00%	100.00%

Rows may not add to totals due to rounding.

Table E-27. FY 2002 Coast Guard Reserve Enlisted Members by Race/Ethnicity and Gender

GENDER	RACE/ETHNICITY								TOTAL	
	WHITE		BLACK		HISPANIC		OTHER			
	#	%	#	%	#	%	#	%	#	%
Male	4,822	85.51%	237	4.20%	366	6.49%	214	3.79%	5,639	100.00%
Female	752	77.13%	102	10.46%	69	7.08%	52	5.33%	975	100.00%
Total	5,574	84.28%	339	5.13%	435	6.58%	266	4.02%	6,614	100.00%

Rows may not add to totals due to rounding.

Table E-28. FY 2002 Coast Guard Reserve Officer Accessions and Officer Corps by Age Group

[illegible]

Table E-29. FY 2002 Coast Guard Reserve Officer Accessions and Officer Corps by Race/Ethnicity and Gender

GENDER	RACE									
	WHITE		BLACK		HISPANIC		OTHER		TOTAL	
	#	%	#	%	#	%	#	%	#	%
a. FY 2002 Reserve Officer Accessions										
Male	173	90.58%	3	1.57%	8	4.19%	7	3.66%	191	100.00%
Female	37	88.10%	1	2.38%	2	4.76%	2	4.76%	42	100.00%
Total	210	90.13%	4	1.72%	10	4.29%	9	3.86%	233	100.00%
b. FY 2002 Reserve Component Officers										
Male	755	88.82%	31	3.65%	30	3.53%	34	4.00%	850	100.00%
Female	165	89.19%	4	2.16%	6	3.24%	10	5.41%	185	100.00%
Total	920	88.89%	35	3.38%	36	3.48%	44	4.25%	1,035	100.00%
Rows may not add to totals due to rounding.										

Table E-30. FY 2002 Coast Guard Reserve Officer Accessions and Officer Corps by Source of Commission

	SOURCE OF COMMISSION								
	Academy	ROTC Scholarship	ROTC Non- Scholarship	OCS/OTS/ PLC	ANG AMS/ ARNG OCS	Direct Appointment	Other	Unknown	TOTAL
a. FY 2002 Reserve Officer Accessions									
Number	2	0	0	60	0	0	6	165	233
Percent	0.86%	0.00%	0.00%	25.75%	0.00%	0.00%	2.58%	70.82%	100.00%
b. FY 2002 Reserve Component Officers									
Number	6	0	0	300	0	0	45	684	1,035
Percent	0.58%	0.00%	0.00%	28.99%	0.00%	0.00%	4.35%	66.09%	100.00%
Rows may not add to totals due to rounding.									

Table E-31. FY 2002 Coast Guard Reserve Warrant Officer Accessions and Warrant Officers by Race/Ethnicity and Gender

GENDER	RACE									
	WHITE		BLACK		HISPANIC		OTHER		TOTAL	
	#	%	#	%	#	%	#	%	#	%
a. FY 2002 Reserve Warrant Officer Accessions										
Male	27	93.10%	0	0.00%	2	6.90%	0	0.00%	29	100.00%
Female	4	100.00%	0	0.00%	0	0.00%	0	0.00%	4	100.00%
Total	31	93.94%	0	0.00%	2	6.06%	0	0.00%	33	100.00%
b. FY 2002 Reserve Component Warrant Officers										
Male	140	95.24%	3	2.04%	3	2.04%	1	0.68%	147	100.00%
Female	17	85.00%	3	15.00%	0	0.00%	0	0.00%	20	100.00%
Total	157	94.01%	6	3.59%	3	1.80%	1	0.60%	167	100.00%
Rows may not add to totals due to rounding.										